AGREEMENT FOR CONSULTANT SERVICES BY AND BETWEEN COUNTY OF HUMBOLDT AND GHD INC.

FOR ON-CALL PROFESSIONAL DESIGN ENGINEERING, ENVIRONMENTAL AND/OR CONSTRUCTION MANAGEMENT SERVICES

This Agreement for Consultant Services ("Agreement") entered into this _____ day of _______, 2020, by and between the County of Humboldt, a political subdivision of the State of California, hereinafter referred to as "COUNTY," and GHD Inc., a California corporation, hereinafter referred to as "CONSULTANT," is made upon the following considerations:

WHEREAS, COUNTY, by and through its Department of Public Works – Engineering Division, desires to retain a qualified professional to assist COUNTY in performing on-call professional design engineering, environmental and/or construction management services that are further described in Attachment A – Scope of Work, which is attached hereto and incorporated herein by reference; and

WHEREAS, such work involves the performance of professional and technical services of a temporary and occasional character; and

WHEREAS, COUNTY has no employees available to perform such services and is unable to hire employees for the performance thereof for this temporary period; and

WHEREAS, pursuant to California Government Code Section 31000, COUNTY may retain independent contractors to perform special services for COUNTY or any department thereof; and

WHEREAS, CONSULTANT represents that it is adequately trained, skilled, experienced and qualified to perform the duties and services set forth in this Agreement; and

NOW THEREFORE, the parties hereto mutually agree as follows:

ARTICLE I – INTRODUCTION

- A. The Project Manager for CONSULTANT will be Josh Wolf, Civil Engineer. The Contract Administrator for COUNTY will be Tony Seghetti, Deputy Director of Public Works, or a designee thereof.
- B. The work to be performed under this Agreement is described in Article II Statement of Work and the approved Cost Proposal dated December 23, 2019, which is attached hereto as Attachment B Cost Proposal & Schedule of Work and incorporated herein by reference. If there is any conflict between the approved Cost Proposal and the terms and conditions of this Agreement, this Agreement shall take precedence.
- C. CONSULTANT agrees to the fullest extent permitted by law, to indemnify, protect, defend and hold harmless COUNTY, and its agents, officers, officials, employees and volunteers, from and against any and all claims, demands, damages, losses, liabilities and costs and expenses, including, without limitation, court costs and reasonable attorneys' and expert witness fees, arising out of any failure to comply with applicable law, injury to, or death of, any person, damage to, or loss of, property or economic loss arising out of the performance of the work described herein, to the extent caused by a negligent act or negligent failure to act, errors, omissions, recklessness or willful misconduct incident to CONSULTANT's performance hereunder, except such loss or damage which was caused by the sole

negligence, or willful misconduct of COUNTY, as determined by a court of competent jurisdiction. The provisions of this article shall survive termination or suspension of this Agreement.

- D. In the performance of this Agreement, CONSULTANT shall act in an independent capacity. It is understood and agreed that CONSULTANT, and its agents, officers, officials, employees and subcontractors, is an independent contractor and that no relationship of employer-employee exists between the parties hereto. CONSULTANT's assigned personnel shall not be entitled to any benefits payable to employees of COUNTY.
- E. COUNTY is not required to make any deductions or withholdings from the compensation payable to CONSULTANT pursuant to the terms and conditions of this Agreement, and is not required to issue W-2 Forms for income and employment tax purposes for any of CONSULTANT's assigned personnel. CONSULTANT, in the performance of its obligations hereunder, is only subject to the control or direction of COUNTY as to the designation of tasks to be performed and the results to be accomplished.
- F. Any third parties employed by CONSULTANT shall be entirely and exclusively under the direction, supervision and control of CONSULTANT. CONSULTANT hereby agrees to indemnify and hold COUNTY harmless from any and all claims that may be made against COUNTY based upon any contention by any third party that an employer-employee relationship exists by reason of this Agreement.
- G. Except as expressly authorized herein, CONSULTANT's obligations hereunder are not assignable or transferable, and CONSULTANT shall not subcontract any work, without COUNTY's prior written approval. However, claims for money due to CONSULTANT under this Agreement may be assigned to a financial institution or to a trustee in bankruptcy, without such approval. Notice of any assignment or transfer whether voluntary or involuntary shall be furnished promptly to COUNTY.
- H. CONSULTANT shall be fully responsible to COUNTY for the negligent acts and omissions of its agents and subcontractors, and of persons either directly or indirectly employed thereby, in the same manner as persons directly employed by CONSULTANT.
- J. No alteration or variation of the terms of this Agreement shall be valid, unless made in writing and signed by the parties hereto; and no oral understanding or agreement not incorporated herein, shall be binding on any of the parties hereto.
- K. The consideration to be paid to CONSULTANT as provided herein, shall be compensation for all of CONSULTANT's expenses incurred in the performance hereof, including, without limitation, travel and per diem expenses, unless otherwise expressly so provided.

ARTICLE II – STATEMENT OF WORK

The work to be performed under this Agreement is described in Attachment A – Scope of Work and Attachment B – Cost Proposal & Schedule of Work.

ARTICLE III - CONSULTANT'S REPORTS OR MEETINGS

A. CONSULTANT shall submit progress reports on each specific project in accordance with the Task Order. These reports shall be submitted at least once a month. The report should be sufficiently detailed for COUNTY's Contract Administrator or Project Coordinator to determine, if CONSULTANT is performing to expectations, or is on schedule; to provide communication of interim findings, and to sufficiently address any difficulties or special problems encountered, so remedies can be developed.

B. CONSULTANT's Project Manager shall meet with COUNTY's Contract Administrator or Project Coordinator, as needed, to discuss progress on the projects.

ARTICLE IV – PERFORMANCE PERIOD

- A. This Agreement shall go into effect on March 10, 2020, contingent upon approval by COUNTY, and CONSULTANT shall commence work after receiving notification to proceed from COUNTY's Contract Administrator. This Agreement shall end on March 9, 2025, unless extended by written amendment.
- B. CONSULTANT is advised that any recommendation for award of this Agreement is not binding on COUNTY until this Agreement is fully executed and approved by COUNTY.
- C. The period of performance for each specific project shall be in accordance with the Task Order for that project. If work on a Task Order is in progress on the expiration date of this Agreement, the terms and conditions of this Agreement shall be extended by amendment prior to the expiration of this Agreement to cover the time needed to complete the Task Order in progress only. The maximum term of this Agreement shall not exceed five (5) years.

ARTICLE V – ALLOWABLE COSTS AND PAYMENTS

- A. CONSULTANT will be reimbursed for hours worked at the hourly rates specified in CONSULTANT's approved Cost Proposal. The specified hourly rates shall include direct salary costs, employee benefits, prevailing wages, employer payments, overhead expenses and fees. These rates are not adjustable for the performance period set forth in this Agreement. CONSULTANT will be reimbursed within thirty (30) calendar days after COUNTY's receipt of itemized invoices in duplicate.
- B. In addition, CONSULTANT will be reimbursed for actual incurred direct costs, other than salary costs, that are identified in the approved Cost Proposal and in the executed Task Order.
- C. Specific projects will be assigned to CONSULTANT through issuance of Task Orders.
- D. After a project to be performed under this Agreement is identified by COUNTY, COUNTY will prepare a draft Task Order; less the cost estimate. A draft Task Order will identify the scope of services, expected results, project deliverables, period of performance, project schedule and will designate a COUNTY Project Coordinator. The draft Task Order will be delivered to CONSULTANT for review. CONSULTANT shall return the draft Task Order within ten (10) calendar days along with a Cost Estimate, including a written estimate of the number of hours and hourly rates per staff person, any anticipated reimbursable expenses, overhead costs and fees, if any, and total dollar amount. After agreement has been reached on the negotiable items and total cost; the finalized Task Order shall be signed by both COUNTY and CONSULTANT.
- E. Task Orders may be negotiated for a lump sum (Firm Fixed Price) or for specific rates of compensation, both of which must be based on the labor and other rates set forth in CONSULTANT's Cost Proposal. CONSULTANT shall be responsible for any future adjustments to prevailing wage rates, including, without limitation, base hourly rates and employer payments as determined by the Department of Industrial Relations. CONSULTANT will also be responsible for paying the appropriate rate, including, without limitation, escalations that take place during the terms of the Agreement.
- F. Reimbursement for transportation and subsistence costs shall not exceed the rates as specified in the approved Cost Proposal. CONSULTANT shall be responsible for transportation and subsistence costs in excess of applicable state rates.

- G. When milestone cost estimates are included in the approved Cost Proposal, CONSULTANT shall obtain prior written approval in the form of an amendment to this Agreement for a revised milestone cost estimate from the Contract Administrator before exceeding such estimate.
- H. Progress payments for each Task Order will be made monthly in arrears based on services provided and actual costs incurred.
- I. CONSULTANT shall not perform any work or services until this Agreement has been approved by COUNTY, and notification to proceed has been issued by COUNTY's Contract Administrator. No payment will be made prior to approval or for any work performed prior to approval of this Agreement.
- J. A Task Order is of no force or effect until returned to COUNTY and signed by an authorized representative of COUNTY. No expenditures are authorized on a project and work shall not commence until a Task Order for that project has been executed by COUNTY.
- K. CONSULTANT will be reimbursed within thirty (30) calendar days after COUNTY's receipt of itemized invoices in duplicate. Separate invoices itemizing all costs are required for all work performed under each Task Order. Invoices shall be submitted no later than thirty (30) calendar days after the performance of work for which CONSULTANT is billing, or upon completion of the Task Order. Invoices shall detail the work performed on each milestone, on each project as applicable. Invoices shall follow the format stipulated for the approved Cost Proposal and shall reference this Agreement number, project title and Task Order number. Credits due COUNTY that include any equipment purchased under the provisions of Article XI Equipment Purchase of this Agreement, must be reimbursed by CONSULTANT prior to the expiration or termination of this Agreement. Invoices shall be mailed to COUNTY's Contract Administrator at the following address:

COUNTY: Humboldt County Department of Public Works – Engineering Division Attention: Tony Seghetti, Contract Administrator 1106 Second Street Eureka, California 95501

- L. The period of performance for Task Orders shall be in accordance with dates specified in the Task Order. No Task Order will be written which extends beyond the expiration date of this Agreement.
- M. The total amount payable by COUNTY for an individual Task Order shall not exceed the amount agreed to in the Task Order, unless authorized by an amendment thereto.
- N. If CONSULTANT fails to satisfactorily complete a deliverable according to the schedule set forth in a Task Order, no payment will be made until the deliverable has been satisfactorily completed.
- O. Task Orders may not be used to amend this Agreement and may not exceed the scope of work under this Agreement.
- P. The total amount payable by COUNTY for all Task Orders resulting from this Agreement shall not exceed Five Million Dollars (\$5,000,000.00). It is understood and agreed that there is no guarantee, either expressed or implied, that this dollar amount will be authorized under this Agreement.

ARTICLE VI – TERMINATION

A. This Agreement may be terminated by COUNTY, provided that COUNTY gives not less than thirty (30) calendar days' written notice of its intent to terminate in accordance with the noticing requirements set

forth in Article XXXII – Notification of this Agreement. Upon termination, COUNTY shall be entitled to all work, including, without limitation, any and all reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not.

- B. COUNTY may temporarily suspend this Agreement, at no additional cost to COUNTY, provided that CONSULTANT is given written notice of the temporary suspension in accordance with the noticing requirements set forth in Article XXXII Notification of this Agreement. If COUNTY gives such notice of temporary suspension, CONSULTANT shall immediately suspend its activities under this Agreement. A temporary suspension may be issued concurrent with the notice of termination.
- C. Notwithstanding anything to the contrary, CONSULTANT shall not be relieved of liability for damages sustained by COUNTY by virtue of any breach of this Agreement by CONSULTANT, and COUNTY may withhold any payments due to CONSULTANT until such time as the exact amount of damages, if any, due COUNTY from CONSULTANT is determined.
- D. In the event of termination, CONSULTANT shall be compensated as provided for in this Agreement. Upon termination, COUNTY shall be entitled to all work, including, without limitation, any and all reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not.

ARTICLE VII – COST PRINCIPLES AND ADMINISTRATIVE REQUIREMENTS

- A. CONSULTANT agrees that the applicable contract cost principles and procedures set forth in Part 31 of Title 48 of the Code of Federal Regulations ("CFR") shall be used to determine the allowability of individual terms of cost.
- B. CONSULTANT also agrees to comply with the applicable administrative requirements, cost principles and audit procedures for federal awards set forth in 2 CFR Part 200.
- C. Any and all costs for which payment has been made that are determined by subsequent audit to be unallowable under 48 CFR Part 31 or 2 CFR Part 200 shall be subject to repayment by CONSULTANT.

ARTICLE VIII - RETENTION OF RECORDS/AUDIT

For the purpose of determining compliance with California Government Code Section 8546.7, COUNTY, CONSULTANT and any subcontractors hereunder shall maintain any and all books, documents, papers, accounting records, Indirect Cost Rate ("ICR") work papers, and other evidence pertaining to each party's performance hereunder, including, without limitation, the costs of administering this Agreement. All parties, including, without limitation, CONSULTANT's independent Certified Public Accountant ("CPA"), shall make such work papers and materials available at their respective offices at all reasonable times during the term of this Agreement and for three (3) years from the date of final payment hereunder. COUNTY, the California Department of Transportation ("Caltrans"), the Federal Highway Administration ("FHWA") and any other duly authorized representative of the federal government having jurisdiction under federal laws or regulations, including, without limitation, the basis of federal funding in whole or in part, shall have access to any such books, records and documents for audit, examination and review, and copies thereof shall be furnished if requested without limitation.

ARTICLE IX – AUDIT REVIEW PROCEDURES

A. Any dispute concerning a question of fact arising under an interim or post audit of this Agreement that is not disposed of by agreement, shall be reviewed by the Humboldt County Auditor-Controller.

- B. Not later than thirty (30) calendar days after issuance of the final audit report, CONSULTANT may submit a written request for review of unresolved issues to the Humboldt County Auditor-Controller.
- C. Neither the pendency of a dispute nor its consideration by COUNTY will excuse CONSULTANT from full and timely performance, in accordance with the terms and conditions of this Agreement.
- D. This Agreement, and any subcontracts related hereto, including, without limitation, cost proposals and ICR, may be subject to audits or reviews such as, but not limited to, an agreement audit, an incurred cost audit, an ICR audit or a CPA ICR audit work paper review. If selected for audit or review, the agreement, cost proposal and ICR and related work papers, if applicable, will be reviewed to verify compliance with 48 CFR Part 31 and other related laws and regulations. In the instances of a CPA ICR audit work paper review, CONSULTANT shall be responsible for ensuring that any and all duly authorized local, state and federal government officials are allowed full access to the CPA's work papers including making copies as necessary. The agreement, cost proposal and ICR shall be adjusted by CONSULTANT and approved by COUNTY's Contract Administrator to conform to the audit or review recommendations. CONSULTANT agrees that individual terms of costs identified in the audit report shall be incorporated into the agreement by this reference if directed by COUNTY at its sole discretion. Refusal by CONSULTANT to incorporate audit or review recommendations, or to ensure that the federal, COUNTY or local governments have access to CPA work papers, will be considered a breach of the terms and conditions of this Agreement, and will be cause for termination of this Agreement and disallowance of prior reimbursed costs.
- E. CONSULTANT's Cost Proposal may be subject to a CPA ICR Audit Work Paper Review and/or audit by the Independent Office of Audits and Investigation ("IOAI"). IOAI, at its sole discretion, may review and/or audit and approve the CPA ICR documentation. The Cost Proposal shall be adjusted by CONSULTANT and approved by COUNTY's Contract Administrator to conform to the Work Paper Review recommendations included in the management letter or audit recommendations included in the audit report. Refusal by CONSULTANT to incorporate the Work Paper Review recommendations included in the management letter or audit recommendations included in the audit report will be considered a breach of the terms and conditions of this Agreement, and will be cause for termination of this Agreement and disallowance of prior reimbursed costs.
 - 1. During IOAI's review of the ICR audit work papers created by CONSULTANT's independent CPA, IOAI will work with the CPA and/or CONSULTANT toward a resolution of issues that arise during the review. Each party agrees to use its best efforts to resolve any audit disputes in a timely manner. If IOAI identifies significant issues during the review and is unable to issue a cognizant approval letter, COUNTY will reimburse CONSULTANT at an accepted ICR until a Federal Acquisition Regulation compliant ICR [e.g. 48 CFR Part 31; Generally Accepted Auditing Standards; Cost Accounting Standards, if applicable; in accordance with the procedures and guidelines of the American Association of State Highways and Transportation Officials Audit Guide; and other applicable procedures and guidelines] is received and approved by IOAI. Accepted rates will be as follows:
 - a. If the proposed rate is less than one hundred fifty percent (150%) the accepted rate reimbursed will be ninety percent (90%) of the proposed rate.
 - b. If the proposed rate is between one hundred fifty percent (150%) and two hundred percent (200%) the accepted rate will be eighty-five percent (85%) of the proposed rate.
 - c. If the proposed rate is greater than two hundred percent (200%) the accepted rate will be seventy-five percent (75%) of the proposed rate.

- 2. If IOAI is unable to issue a cognizant letter per subsection E(1) of this article, IOAI may require CONSULTANT to submit a revised independent CPA audited ICR and audit report within three (3) months of the effective date of the management letter. IOAI will then have up to six (6) months to review CONSULTANT's and/or the independent CPA's revisions.
- 3. If CONSULTANT fails to comply with the requirements set forth herein, or if IOAI is still unable to issue a cognizant approval letter after the revised independent CPA audited ICR is submitted, overhead cost reimbursement will be limited to the accepted ICR that was established upon initial rejection of the ICR as set forth in subsection E(1) of this article for all rendered services. In this event, the accepted ICR will become the actual and final ICR for reimbursement purposes under this Agreement.
- 4. CONSULTANT may submit a final invoice to COUNTY only when all of the following items have occurred: IOAI accepts or adjusts the original or revised independent CPA audited ICR; all work under this Agreement has been completed to the satisfaction of COUNTY; and IOAI has issued its final ICR review letter. CONSULTANT must submit its final invoice to COUNTY no later than sixty (60) calendar days after occurrence of the last of these items. The accepted ICR will apply to this Agreement and all other agreements executed between COUNTY and CONSULTANT, either as a prime or subcontractor, with the same fiscal period ICR.

ARTICLE X – SUBCONTRACTING

- A. Nothing contained in this Agreement or otherwise, shall create any contractual relationship between COUNTY and any of CONSULTANT's subcontractors hereunder, and no subcontract shall relieve CONSULTANT of its responsibilities and obligations hereunder. CONSULTANT agrees to be as fully responsible to COUNTY for the acts and omissions of its subcontractors and of persons either directly or indirectly employed by any of them as it is for the acts and omissions of persons directly employed by CONSULTANT. CONSULTANT's obligation to pay its subcontractors is an independent obligation from COUNTY's obligation to make payments to CONSULTANT.
- B. CONSULTANT shall perform the work contemplated with resources available within its own organization and no portion of the work shall be subcontracted without written authorization by COUNTY's Contract Administrator, except that which is expressly identified in CONSULTANT's approved Cost Proposal.
- C. Any subcontract entered into as a result of this Agreement, shall contain all of the applicable provisions set forth in this Agreement.
- D. CONSULTANT shall pay its subcontractors within Fifteen (15) calendar days from receipt of each payment made to CONSULTANT by COUNTY.
- E. Any substitution of subcontractors must be approved in writing by COUNTY's Contract Administrator in advance of assigning work to a substitute subcontractor.

ARTICLE XI – EQUIPMENT PURCHASE

A. Prior authorization in writing by COUNTY's Contract Administrator shall be required before CONSULTANT enters into any unbudgeted purchase order, or subcontract exceeding Five Thousand Dollars (\$5,000.00) for supplies, equipment or consultant services. CONSULTANT shall provide an evaluation of the necessity or desirability of incurring such costs.

- B. For purchase of any item, service or consulting work not covered in CONSULTANT's approved Cost Proposal and exceeding Five Thousand Dollars (\$5,000.00), with prior authorization by COUNTY's Contract Administrator, three (3) competitive quotations must be submitted with the request, or the absence of bidding must be adequately justified.
- C. Any equipment purchased with funds provided under the terms and conditions of this Agreement is subject to the following:
 - 1. CONSULTANT shall maintain an inventory of all nonexpendable property. Nonexpendable property is defined as having a useful life of at least two (2) years and an acquisition cost of Five Thousand Dollars (\$5,000.00) or more. If the purchased equipment needs replacement and is sold or traded in, COUNTY shall receive a proper refund or credit at the conclusion of this Agreement, or if this Agreement is terminated, CONSULTANT may either keep the equipment and credit COUNTY in an amount equal to its fair market value, or sell such equipment at the best price obtainable at a public or private sale, in accordance with established COUNTY procedures; and credit COUNTY in an amount equal to the sales price. If CONSULTANT elects to keep the equipment, fair market value shall be determined at CONSULTANT's expense, on the basis of a competent independent appraisal of such equipment. Appraisals shall be obtained from an appraiser mutually agreeable to by COUNTY and CONSULTANT, if it is determined to sell the equipment, the terms and conditions of such sale must be approved in advance by COUNTY.
 - 2. 2 CFR Part 200 requires a credit to federal funds when participating equipment with a fair market value greater than Five Thousand Dollars (\$5,000.00) is credited to the project.

ARTICLE XII – STATE PREVAILING WAGE RATES

- A. Neither CONSULTANT nor its subcontractors may be awarded an agreement containing public work elements unless registered with the California Department of Industrial Relations ("DIR") pursuant to California Labor Code Section 1725.5. Registration with DIR must be maintained throughout the entire term of this Agreement, including any subsequent extensions thereof.
- B. CONSULTANT shall comply with all of the applicable provisions of the California Labor Code requiring the payment of prevailing wages. The General Prevailing Wage Rate Determinations applicable to work pursuant to the terms and conditions of this Agreement are on file with Caltrans' District Labor Compliance Officer and available online at the http://www.dot.ca.gov/hq/construc/LaborCompliance/documents/DistrictRegion_Map_Construction_7-8-15.pdf. These wage rates are made a specific part of this Agreement by reference pursuant to California Labor Code Section 1773.2 and will be applicable to work performed at a construction project site. Prevailing wages will be applicable to all inspection work performed at COUNTY construction sites, at COUNTY facilities and at off-site locations that are set up by the construction contractor or one of its subcontractors solely and specifically to serve COUNTY projects. Prevailing wage requirements do not apply to inspection work performed at the facilities of vendors and commercial materials suppliers that provide goods and services to the general public.
- C. General Prevailing Wage Rate Determinations applicable to this project may also be obtained from DIR's website at http://www.dir.ca.gov.
- D. By executing this Agreement, CONSULTANT, for itself, and its subcontractors, assignees and successors in interest, agrees to comply with the following requirements pertaining to preparation, retention, certification, reproduction and disclosure of payroll records:

- 1. CONSULTANT and its subcontractors shall keep accurate certified payroll records and supporting documents, as mandated by California Labor Code Section 1776 and as defined in Section 16000 of Title 8 of the California Code of Regulations ("CCR"), showing the name, address, social security number, work classification, straight time and overtime hours worked each day and week, and the actual per diem wages paid to each journeyman, apprentice, worker, or other employee employed by CONSULTANT or its subcontractors in connection with the public work. Each payroll record shall contain or be verified by a written declaration that it is made under penalty of perjury, stating both of the following:
 - a. The information contained in the payroll record is true and correct.
 - b. The employer has complied with the requirements of California Labor Code Sections 1771, 1811 and 1815 for any work performed by its employees on the public works project.
- 2. The payroll records enumerated under subsection D(1) of this article shall be certified as correct by CONSULTANT under penalty of perjury. The payroll records and all supporting documents shall be made available for inspection and copying by COUNTY representative's at all reasonable hours at the principal office of CONSULTANT. CONSULTANT shall provide copies of certified payrolls or permit inspection of its records as follows:
 - a. A certified copy of an employee's payroll record shall be made available for inspection or furnished to the employee or the employee's authorized representative upon request.
 - b. A certified copy of all payroll records enumerated in subsection D(1) of this article shall be made available for inspection or furnished upon request to a representative of COUNTY, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards of the DIR. Certified payrolls submitted to COUNTY, the Division of Labor Standards Enforcement and the Division of Apprenticeship Standards shall not be altered or obliterated by CONSULTANT.
 - c. The public shall not be given access to certified payroll records by CONSULTANT. CONSULTANT is required to forward any requests for certified payrolls to COUNTY's Contract Administrator by both email and regular mail on the business day following receipt of the request.
- 3. CONSULTANT shall submit a certified copy of the records enumerated in subsection D(1) of this article to the entity that requested the records within ten (10) calendar days after receipt of a written request.
- 4. Any records made available for inspection as copies and furnished upon request to the public or any public agency by COUNTY shall be redacted or obliterated in such a manner as to prevent disclosure of each individual's name, address and social security number. The name and address of CONSULTANT or its subcontractors performing the work shall not be redacted or obliterated.
- 5. CONSULTANT shall inform COUNTY of the location of the records enumerated under subsection D(1) of this article, including, without limitation, the street address, city and county, and shall, within five (5) business days, provide a notice of a change of location and address.
- 6. CONSULTANT and its subcontractors shall have ten (10) calendar days in which to comply subsequent to receipt of written notice requesting the records enumerated in subsection D(1) of this article. In the event of CONSULTANT's failure to comply within the ten (10) day period,

CONSULTANT shall, as a penalty to COUNTY, forfeit One Hundred Dollars (\$100.00) for each calendar day, or portion thereof, for each worker, until strict compliance is effectuated. Such penalties shall be withheld by COUNTY from payments then due. CONSULTANT is not subject to a penalty assessment pursuant to this subsection due to the failure of a subcontractor to comply with the requirements set forth herein.

- E. When prevailing wage rates apply, CONSULTANT shall be responsible for verifying compliance with certified payroll requirements. Invoice payment will not be made until the invoice is approved by COUNTY's Contract Administrator.
- F. By executing this Agreement, CONSULTANT, for itself, and its subcontractors, assignees and successors in interest, agrees to comply with the following requirements pertaining to the imposition and payment of any and all penalties resulting from CONSULTANT's noncompliance with any applicable local, state and federal prevailing wage laws, regulations and standards:
 - 1. CONSULTANT and its subcontractors shall comply with California Labor Code Sections 1774 and 1775. Pursuant to California Labor Code Section 1775, CONSULTANT and its subcontractors shall forfeit to COUNTY a penalty of not more than Two Hundred Dollars (\$200.00) for each calendar day, or portion thereof, for each worker paid less than the prevailing rates as determined by the Director of DIR for the work or craft in which the worker is employed for any public work done under this Agreement by CONSULTANT or by its subcontractors in violation of the requirements of any applicable local, state or federal laws, regulations or standards, including, without limitation, California Labor Code Sections 1770, et seq.
 - 2. The amount of the forfeiture described in subsection F(1) of this article shall be determined by the California Labor Commissioner and shall be based on consideration of mistake, inadvertence or neglect of CONSULTANT or its subcontractors in failing to pay the correct rate of prevailing wages, or the previous record of CONSULTANT or its subcontractors in meeting their respective prevailing wage obligations, or the willful failure by CONSULTANT or its subcontractors to pay the correct rates of prevailing wages. A mistake, inadvertence or neglect in failing to pay the correct rates of prevailing wages is not excusable if CONSULTANT or its subcontractors had knowledge of the obligations under the California Labor Code. CONSULTANT shall be responsible for paying the appropriate rate, including, without limitation, any escalations that take place during the term of this Agreement and any extensions thereof.
 - 3. In addition to the penalty described in subsection F(1) of this article, and pursuant to California Labor Code Section 1775, the difference between the prevailing wage rates and the amount paid to each worker for each calendar day or portion thereof for which each worker was paid less than the prevailing wage rate shall be paid to each worker by CONSULTANT or its subcontractors.
 - 4. If workers employed by CONSULTANT's subcontractors on a public works project are not paid the general prevailing per diem wages by the subcontractors, CONSULTANT shall not liable for the penalties described in subsections F(1) and F(3) of this article, unless CONSULTANT had knowledge of the subcontractors' failure to pay the specified prevailing rate of wages to those workers or CONSULTANT fails to comply with all of the following requirements:
 - a. The subcontracts executed between CONSULTANT and the subcontractors for the performance of work on public works projects shall include a copy of the requirements in California Labor Code Sections 1771, 1775, 1776, 1777.5, 1813 and 1815.

- b. CONSULTANT shall monitor the payment of the specified general prevailing rate of per diem wages by the subcontractors to their employees by periodic review of the subcontractors' certified payroll records.
- c. Upon becoming aware of the subcontractors' failure to pay the specified prevailing rate of wages to the subcontractors' employees, CONSULTANT shall diligently take corrective action to halt or rectify the failure, including, without limitation, retaining sufficient funds due the subcontractors for work performed on the public works project.
- d. Prior to making final payment to the subcontractors for work performed on the public works project, CONSULTANT shall obtain an affidavit signed under penalty of perjury from the subcontractors that they have paid the specified general prevailing rate of per diem wages to their employees on the public works project and any amounts due pursuant to California Labor Code Section 1813.
- 5. Pursuant to California Labor Code Section 1775, COUNTY shall notify CONSULTANT within fifteen (15) calendar days after the receipt of a complaint that any of its subcontractors have failed to pay their employees the general prevailing rate of per diem wages.
- 6. If COUNTY determines that any of CONSULTANT's subcontractors have not paid their employees the general prevailing rate of per diem wages, and if COUNTY did not retain sufficient money to pay those employees the balance of wages owed under the general prevailing rate of per diem wages, CONSULTANT shall withhold an amount of money due the subcontractors sufficient to pay those employees the general prevailing rate of per diem wages, if requested by COUNTY.
- G. CONSULTANT shall forfeit, as a penalty to COUNTY, Twenty-Five Dollars (\$25.00) for each worker employed in the execution of this Agreement by CONSULTANT or any of its subcontractors for each calendar day during which such worker is required or permitted to work more than eight (8) hours in any one (1) calendar day and forty (40) hours in any one (1) calendar week in violation of the provisions of the California Labor Code, including, without limitation, Sections 1810 to 1815 thereof, except that work performed by employees in excess of eight (8) hours per day, and forty (40) hours during any one (1) week, shall be permitted upon compensation for all hours worked in excess of eight (8) hours per day and forty (40) hours in any week, at not less than one and one-half (1.5) times the basic rate of pay, as provided in California Labor Code Section 1815.
- H. By executing this Agreement, CONSULTANT, for itself, and its subcontractors, assignees and successors in interest, agrees to comply with the following requirements pertaining to the employment of apprentices:
 - 1. CONSULTANT, and any of its subcontractors working under a subcontract exceeding Thirty Thousand Dollars (\$30,000.00), shall comply with all applicable requirements regarding the employment of apprentices set forth in California Labor Code Sections 1777.5, 1777.6 and 1777.7.
 - 2. CONSULTANT and its subcontractors shall comply with any and all California Labor Code requirements regarding the employment of apprentices, including, without limitation, mandatory ratios of journey level to apprentice workers. Prior to commencement of work, CONSULTANT and its subcontractors are advised to review the DIR Division of Apprenticeship Standards website at https://www.dir.ca.gov/das/, for additional information regarding the employment of apprentices and for the specific journey-to-apprentice ratios. CONSULTANT shall be responsible for its subcontractors' compliance with these requirements. Penalties are specified in California Labor Code Section 1777.7.

ARTICLE XIII - CONFLICT OF INTEREST

- A. During the term of this Agreement, and any extensions thereof, CONSULTANT shall disclose any financial, business or other relationship with COUNTY that may have an impact upon the outcome of this Agreement or any ensuing COUNTY construction project. CONSULTANT shall also list current clients who may have a financial interest in the outcome of this Agreement or any ensuing COUNTY construction project which will follow.
- B. CONSULTANT certifies that it has disclosed to COUNTY any actual, apparent or potential conflicts of interest that may exist relative to the services to be provided hereunder. CONSULTANT agrees to advise COUNTY of any actual, apparent or potential conflicts of interest that may develop subsequent to the date of execution of this Agreement. CONSULTANT further agrees to complete any statements of economic interest if required by any applicable local, state or federal laws, regulations or standards.
- C. CONSULTANT hereby certifies that it does not now have nor shall it acquire any financial or business interest that would conflict with the performance of services under this Agreement.
- D. CONSULTANT hereby certifies that neither CONSULTANT nor any of its subcontractors, or any firm affiliated with CONSULTANT or its subcontractors, that bids on any construction contract or on any agreement to provide construction inspection for any construction project resulting from this Agreement, has established necessary controls to ensure that a conflict of interest does not exist. For purposes of this Agreement, an affiliated firm is one, which is subject to the control of the same persons, through joint ownership or otherwise.

ARTICLE XIV – REBATES, KICKBACKS OR OTHER UNLAWFUL CONSIDERATION

CONSULTANT warrants that this Agreement was not obtained or secured through rebates, kickbacks or other unlawful consideration either promised or paid to any COUNTY employee. For breach or violation of this warranty, COUNTY shall have the right, in its sole discretion, to terminate this Agreement without liability, to pay only for the value of the work actually performed or to deduct from the amount owed under this Agreement, or otherwise recover, the full amount of such rebate, kickback or other unlawful consideration.

ARTICLE XV – PROHIBITION OF EXPENDING COUNTY, STATE OR FEDERAL FUNDS FOR LOBBYING

- A. CONSULTANT certifies, to the best of its knowledge and belief, that:
 - 1. No local, state or federal appropriated funds have been paid or will be paid, by or on behalf of CONSULTANT, to any person for influencing or attempting to influence an officer or employee of any local, state or federal agency, a member of the California State Legislature or United States Congress, an officer or employee of the California State Legislature or Congress or any employee of a member of the California State Legislature or Congress in connection with the awarding or making of this Agreement, or with the extension, continuation, renewal, amendment or modification of this Agreement.
 - 2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress or an employee of a member of Congress in connection with this Agreement, CONSULTANT shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.

- B. This certification is a material representation of fact upon which reliance was placed when this Agreement was made and entered into. Submission of this certification is a prerequisite for making or entering into this Agreement imposed by Section 1352 of Title 31 of the United States Code ("USC"). Any person who fails to file the required certification shall be subject to a civil penalty of not less than Ten Thousand Dollars (\$10,000.00) and not more than One Hundred Thousand Dollars (\$100,000.00) for each such failure.
- C. CONSULTANT also agrees by executing this Agreement that it shall require that the language of this certification be included in all lower tier subcontracts, which exceed One Hundred Thousand Dollars (\$100,000.00), and that all such subrecipients shall certify and disclose accordingly.

ARTICLE XVI – NON-DISCRIMINATION CLAUSE AND STATEMENT OF COMPLIANCE

- A. CONSULTANT's signature affixed herein shall constitute a certification, under penalty of perjury under the laws of the State of California, that CONSULTANT has, unless exempt, complied with the nondiscrimination requirements of California Government Code Section 12990 and 2 CCR Section 8103.
- B. During the performance of this Agreement, CONSULTANT and its subcontractors shall not deny any benefits to any person on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or military and veteran status, nor shall they unlawfully discriminate, harass or allow harassment against any employee or applicant for employment because of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation or military and veteran status. CONSULTANT and its subcontractors shall ensure that the evaluation and treatment of their employees and applicants for employment are free from such discrimination and harassment.
- C. CONSULTANT and its subcontractors shall comply with the provisions of the Fair Employment and Housing Act (California Government Code Sections 12990, *et seq.*) and the applicable regulations promulgated thereunder (2 CCR Sections 11000, *et seq.*), the provisions of California Government Code Sections 11135 through 11139.5 and the regulations or standards adopted by COUNTY to implement this article. The applicable regulations of the Fair Employment and Housing Commission implementing California Government Code Section 12990, set forth in 2 CCR Sections 8100 through 8504, are hereby incorporated into this Agreement by reference and made a part hereof as if set forth in full.
- D. CONSULTANT shall permit access by representatives of COUNTY and any other duly authorized local, state and federal agencies, including, without limitation, the California Department of Fair Employment and Housing, upon reasonable notice at any time during normal business hours, but in no case less than twenty-four (24) hours' notice, to its facilities, books, records, accounts and all other sources of information as COUNTY or any other duly authorized local, state or federal agency shall require to ascertain compliance with this article.
- E. CONSULTANT and its subcontractors shall give written notice of their obligations under this article to any and all labor organizations with which they have a collective bargaining or other agreement.
- F. CONSULTANT shall include the nondiscrimination and compliance provisions of this article in all subcontracts to perform work under this Agreement.
- G. CONSULTANT, with regard to the work performed pursuant to the terms and conditions of this Agreement, shall act in accordance with Title VI of the Civil Rights Act of 1964 (42 USC Sections

2000d, *et seq.*) which provides that recipients of federal assistance will implement and maintain a policy of nondiscrimination in which no person in the United States shall, on the basis of race, color, national origin, religion, sex, age or disability, be excluded from participation in, denied the benefits of or be subject to discrimination under any program or activity by the recipients of federal assistance or their assignees and successors in interest.

H. CONSULTANT shall comply with any and all applicable local, state and federal laws, regulations and standards pertaining to nondiscrimination in federally-assisted programs of the United States Department of Transportation (49 CFR Part 21 – Effectuation of Title VI of the Civil Rights Act of 1964). Specifically, CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR Section 21.5, including, without limitation, employment practices and the selection and retention of subcontractors.

ARTICLE XVII – DEBARMENT AND SUSPENSION CERTIFICATION

- A. CONSULTANT's signature affixed herein shall constitute a certification, under penalty of perjury under the laws of the State of California, that CONSULTANT or any person associated therewith in the capacity of owner, partner, director, officer or manager:
 - 1. Is not currently under suspension, debarment, voluntary exclusion or determination of ineligibility by any federal agency;
 - 2. Has not been suspended, debarred, voluntarily excluded or determined ineligible by any federal agency within the past three (3) years;
 - 3. Does not have a proposed debarment pending; and
 - 4. Has not been indicted, convicted or had a civil judgment rendered against it by a court of competent jurisdiction in any matter involving fraud or official misconduct within the past three (3) years.
- B. Any exceptions to this certification must be disclosed to COUNTY. Exceptions will not necessarily result in denial of recommendation for award, but will be considered in determining responsibility. Disclosures must indicate the party to whom the exceptions apply, the initiating agency and the dates of agency action.
- C. Exceptions to the Federal Government Excluded Parties List System maintained by the United States General Services Administration are to be determined by FHWA.

ARTICLE XVIII – DISADVANTAGED BUSINESS ENTERPRISES PARTICIPATION

- A. This Agreement is subject to the requirements of 49 CFR Part 26 entitled "Participation by Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs." CONSULTANT shall assist COUNTY in a good faith effort to achieve California's statewide overall Disadvantaged Business Enterprises ("DBE") participation goal.
- B. The goal for DBE participation for this Agreement is Twelve Percent (12%). Participation by DBE consultants or subcontractors shall be in accordance with Attachment C Consultant Proposal DBE Commitment (Exhibit 10-O1), or Attachment D Consultant Contract DBE Commitment (Exhibit 10-O2), which are attached hereto and incorporated herein by reference. If a DBE subcontractor is unable to perform, CONSULTANT must make a good faith effort to replace such subcontractor with another DBE subcontractor, if the DBE participation goal set forth herein is not otherwise met.

- C. CONSULTANT can meet the DBE participation goal set forth herein by either documenting commitments to DBEs to meet the DBE participation goal set forth herein, or by documenting adequate good faith efforts to meet the DBE participation goal set forth herein. An adequate good faith effort means that CONSULTANT must show that it has taken any and all necessary and reasonable steps to achieve a DBE participation goal that, by their scope, intensity, and appropriateness to the objective, could reasonably be expected to meet the DBE participation goal. If CONSULTANT has not met the DBE participation goal set forth herein, CONSULTANT must complete and submit Attachment E DBE Information, Good Faith Efforts (Exhibit 15-H), which is attached hereto and incorporated herein by reference, to document the efforts made to meet the DBE participation goal set forth herein. Refer to 49 CFR Part 26 for guidance regarding evaluation of good faith efforts to meet the DBE goal.
- D. DBEs and other small businesses, as defined in 49 CFR Part 26, are encouraged to participate in the performance of agreements financed in whole or in part with federal funds. COUNTY, CONSULTANT and any subcontractors hereunder shall not discriminate on the basis of race, color, national origin or sex in the performance of this Agreement. CONSULTANT shall carry out any and all applicable requirements of 49 CFR part 26 in the award and administration of United States Department of Transportation assisted agreements. CONSULTANT's failure to carry out these requirements shall constitute a material breach of this Agreement, which may result in the termination of this Agreement or such other remedy as COUNTY deems appropriate, including, without limitation: withholding monthly progress payments; assessing sanctions or liquidated damages; and/or disqualifying CONSULTANT or any subcontractor hereunder from future bidding as non-responsible.
- E. A DBE firm may be terminated only with prior written approval from COUNTY for the reasons specified in 49 CFR Section 26.53(f). Prior to requesting COUNTY's consent for the termination, CONSULTANT must meet the procedural requirements specified in 49 CFR Section 26.53(f). If a DBE subcontractor is unable to perform, CONSULTANT must make a good faith effort to replace such subcontractor with another DBE subcontractor, if the DBE participation goal set forth herein is not otherwise met.
- F. CONSULTANT shall not be entitled to any payment for such work or material unless it is performed or supplied by the listed DBE or by other forces, including those of CONSULTANT, pursuant to prior written authorization of COUNTY's Contract Administrator.
- G. A DBE is only eligible to be counted toward the DBE participation goal set forth herein if it performs a commercially useful function ("CUF"). CUF must be evaluated on an agreement by agreement basis. A DBE performs a CUF when it is responsible for execution of the work of the agreement and is carrying out its responsibilities by actually performing, managing and supervising the work involved. To perform a CUF, the DBE must also be responsible, with respect to materials and supplies used on the agreement, for negotiating price, determining quality and quantity and ordering, installing and paying for materials, if applicable. To determine whether a DBE is performing a CUF, the amount of work subcontracted, industry practices, whether the amount the firm is to be paid under the agreement is commensurate with the work it is actually performing and other relevant factors must be evaluated.
- H. A DBE does not perform a CUF if its role is limited to that of an extra participant in a transaction, agreement or project through which funds are passed in order to obtain the appearance of DBE participation. In determining whether a DBE is an extra participant, similar transactions, particularly those in which DBEs do not participate, must be examined.
- I. If a DBE does not perform or exercise responsibility for at least thirty percent (30%) of the total cost of its agreement with its own work force, or the DBE subcontracts a greater portion of the work of the agreement than would be expected on the basis of normal industry practice for the type of work involved, it will be presumed that it is not performing a CUF.

- J. CONSULTANT shall maintain records of materials purchased or supplied from all subcontracts entered into with certified DBEs. The records shall show the name and business address of each DBE or vendor and the total dollar amount actually paid to each DBE or vendor, regardless of tier. The records shall show the date of payment and the total dollar figure paid to all firms. DBE prime consultants shall also show the date of work performed by their own forces along with the corresponding dollar value of the work.
- K. Upon completion of this Agreement, a summary of these records shall be prepared and submitted on the form entitled, "Final Report-Utilization of Disadvantaged Business Enterprise First-Tier Subconsultants [Exhibit 17-F of the Local Assistance Procedures Manual], certified correct by CONSULTANT, or an authorized representative thereof, and shall be furnished to COUNTY's Contract Administrator with the final invoice. Failure to provide the summary of DBE payments with the final invoice will result in twenty-five percent (25%) of the dollar value of the invoice being withheld from payment until such summary is submitted. Any amounts withheld as a result of a failure to provide a summary of DBE payments will be returned to CONSULTANT when a satisfactory "Final Report-Utilization of Disadvantaged Business Enterprise First-Tier Subconsultants" is submitted to COUNTY's Contract Administrator.
- L. If a DBE subcontractor is decertified during the life of this Agreement, the decertified subcontractor shall notify CONSULTANT in writing with the date of decertification. If any of CONSULTANT's subcontractors become certified DBEs during the term of this Agreement, such subcontractors shall notify CONSULTANT in writing with the date of certification. Any changes should be reported to COUNTY's Contract Administrator within thirty (30) calendar days.
- M. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this article.

ARTICLE XIX - INSURANCE AND INDEMNIFICATION

- A. Prior to the execution of this Agreement, CONSULTANT shall furnish to COUNTY satisfactory proof that CONSULTANT has taken out for the entire term of this Agreement, as further described below, the following insurance, in a form satisfactory to COUNTY, and with an insurance carrier satisfactory to COUNTY, authorized to do business in the State of California with a current A.M. Bests rating of no less than A; VII or its equivalent, which will protect those described below from claims which arise out of, or in connection with, the acts or omissions of CONSULTANT for which CONSULTANT may be legally liable, whether performed by CONSULTANT, or by those employed directly or indirectly thereby, or by anyone for whose acts CONSULTANT may be liable:
 - 1. Commercial General Liability Insurance, written on an "occurrence" basis, which shall provide coverage for bodily injury, death and property damage resulting from operations, products liability, blasting, explosion, collapse of buildings or structures, damage to underground structures and utilities, liability for slander, false arrest and invasion of privacy arising out of construction management operations, blanket contractual liability, broad form endorsement, a construction management endorsement, products and completed operations, personal and advertising liability, with per location limits of not less than Two Million Dollars (\$2,000,000.00) per occurrence for any one (1) incident, subject to a deductible of not more than Fifty Thousand Dollars (\$50,000.00) payable by CONSULTANT. If a general aggregate limit is used, such limit shall apply separately hereto or shall be twice the required occurrence limit.
 - 2. Business Automobile Liability Insurance with limits not less than One Million Dollars (\$1,000,000.00) for each occurrence including coverage for owned, non-owned and hired vehicles,

subject to a deductible of not more than Ten Thousand Dollars (\$10,000.00) payable by CONSULTANT.

- 3. Workers' Compensation Insurance, as required by the California Labor Code, with statutory limits and Employers' Liability Insurance with a limit of no less than One Million Dollars (\$1,000,000.00) per accident for bodily injury or disease. Said policy shall contain, or be endorsed to contain, a waiver of subrogation against COUNTY and its agents, officers, officials, employees and volunteers. In the event CONSULTANT is self-insured, a Certificate of Permission to Self-Insure, signed by the California Department of Industrial Relations Administration of Self-Insurance, shall be filed with the Clerk of the Humboldt County Board of Supervisors.
- 4. Professional Liability Insurance Error and Omission Coverage, including coverage in an amount no less than Two Million Dollars (\$2,000,000.00) for each occurrence (Four Million Dollars (\$4,000,000.00) general aggregate), subject to a self-insured retention not to exceed Five Hundred Thousand Dollars (\$500,000.00) payable by CONSULTANT. Said insurance shall be maintained for the statutory period during which CONSULTANT may be exposed to liability. Such coverage shall be incorporated into CONSULTANT's agreements with any other entities.
- B. CONSULTANT's insurance policies shall, unless otherwise specified herein, be endorsed with the following provisions:
 - 1. CONSULTANT's Commercial General Liability policy and Automobile Liability policy shall name COUNTY, and its agents, officers, officials, employees and volunteers, as additional insureds, but only with respect to liability arising out of the activities of the named insured, and there shall be a waiver of subrogation as to each named and additional insured. Said policy shall also contain a provision stating that such coverage:
 - a. Includes contractual liability.
 - b. Is the primary insurance with regard to COUNTY.
 - c. Does not contain exclusions as to property damage caused by explosion or collapse of structures or underground damage, commonly referred to as "XCU Hazards."
 - d. Does not contain a pro-rated excess only and/or escape clause.
 - e. Contains a cross liability, severability of interest or separation of insureds clause.
 - 2. The above-referenced policies shall not be canceled, non-renewed or materially reduced in coverage without thirty (30) calendar days prior written notice being provided to COUNTY in accordance with the notice provisions set forth herein. It is further understood that CONSULTANT shall not terminate such coverage until COUNTY receives adequate proof that equal or better insurance has been secured.
 - 3. The inclusion of more than one (1) insured shall not operate to impair the rights of one (1) insured against another insured, and the coverage afforded shall apply as though separate policies had been issued to each insured, but the inclusion of more than one (1) insured shall not operate to increase the limits of the insurer's liability.
 - 3. Any failure to comply with the provisions of this Agreement shall not affect the coverage provided to COUNTY or its agents, officers, officials, employees and volunteers.

- 5. For claims related to this Agreement, CONSULTANT's insurance is the primary coverage to COUNTY, and any insurance or self-insured programs maintained thereby are excess to CONSULTANT's insurance and will not be used to contribute therewith.
- 6. CONSULTANT shall furnish COUNTY with certificates and original endorsements effecting the required coverage prior to execution of this Agreement. The endorsements shall be on forms approved by the Humboldt County Risk Manager. Any deductible or self-insured retention over One Hundred Thousand Dollars (\$100,000.00) shall be disclosed to, and approved by, COUNTY. If CONSULTANT does not keep all required policies in full force and effect, COUNTY may, in addition to any other available remedies, take out the necessary insurance and deduct the cost of said insurance from the monies owed to CONSULTANT under this Agreement.
- 7. COUNTY is to be notified immediately if twenty-five percent (25%) or more of any required insurance aggregate limit is encumbered, and CONSULTANT shall be required to purchase additional coverage to meet the above-referenced aggregate limits.
- 8. Nothing contained herein shall be construed as limiting the extent to which CONSULTANT or its subcontractors may be held responsible for payment of damages resulting from their operations.
- C. Any and all insurance notices required to be given pursuant to the terms of this Agreement shall be sent to the addresses set forth below in accordance with the notice requirements contained herein.

CONSULTANT: GHD Inc.

Attention: Josh Wolf, Project Manager

718 Third St.

Eureka, California 95501

COUNTY: County of Humboldt

Attention: Risk Management 825 Fifth Street, Room 131 Eureka, California 95501

AND

Humboldt County Department of Public Works – Engineering Division Attention: Tony Seghetti, Contract Administrator 1106 Second Street Eureka, California 95501

- D. In connection with the performance of the design professional services required hereunder, CONSULTANT shall, to the fullest extent permitted by law, and in accordance with California Civil Code Section 2782.8, indemnify, defend and hold harmless COUNTY, and its agents, officers, officials, employees and volunteers, from any claim, liability, loss, injury or damage (referred to collectively as "Litigation") that arises out of, pertains to, relates to, or is connected with, performance of this Agreement due to the negligence, recklessness or willful misconduct of CONSULTANT and/or its agents, employees or subcontractors. CONSULTANT shall reimburse COUNTY for all costs, attorneys' fees, expenses and liabilities incurred with respect to any Litigation in which CONSULTANT is obligated to indemnify and defend COUNTY under this Agreement.
- E. In connection with the performance of the non-design professional services required hereunder, if any, CONSULTANT shall hold harmless, defend and indemnify COUNTY and its officers, officials,

employees and volunteers from and against any and all liability, loss, damage, expense and costs of any kind or nature, including, without limitation, costs and fees of Litigation, arising out of, or in connection with, CONSULTANT's performance of, or failure to comply with, any of its obligations contained in this Agreement, except such loss or damage which was caused by the sole negligence or willful misconduct of COUNTY. CONSULTANT shall reimburse COUNTY for all costs, attorneys' fees, expenses and liabilities incurred with respect to any Litigation in which CONSULTANT is obligated to indemnify and defend COUNTY under this Agreement.

ARTICLE XX – FUNDING REQUIREMENTS

- A. It is mutually understood between the parties that this Agreement may have been written before ascertaining the availability of funds or appropriation of funds, for the mutual benefit of both parties, in order to avoid program and fiscal delays that would occur if this Agreement were executed after that determination was made.
- B. This Agreement is valid and enforceable only, if sufficient funds are made available to COUNTY for the purpose of this Agreement. In addition, this Agreement is subject to any additional local, state and federal restrictions, limitations, conditions and legal obligations that may affect the provisions, terms, conditions or funding of this Agreement in any manner.
- C. It is mutually agreed that if sufficient funds are not appropriated, this Agreement may be amended to reflect any reduction in funds.
- D. COUNTY has the option to terminate this Agreement pursuant to Article VI Termination, or by mutual agreement to amend this Agreement to reflect any reduction of funds.

ARTICLE XXI – CHANGE IN TERMS

- A. This Agreement may be amended or modified only by mutual written agreement of the parties.
- B. CONSULTANT shall only commence work covered by an amendment after the amendment is executed and notification to proceed has been provided by COUNTY's Contract Administrator.
- C. There shall be no change in CONSULTANT's Project Manager or members of the project team, as listed in the approved Cost Proposal, which is a part of this Agreement without prior written approval by COUNTY's Contract Administrator.

ARTICLE XXII - CONTINGENT FEE

CONSULTANT warrants, by execution of this Agreement that no person or selling agency has been employed, or retained, to solicit or secure this Agreement upon an agreement or understanding, for a commission, percentage, brokerage or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by CONSULTANT for the purpose of securing business. For breach or violation of this warranty, COUNTY has the right to annul this Agreement without liability; pay only for the value of the work actually performed, or in its discretion to deduct from the price or consideration to be paid hereunder, or otherwise recover the full amount of such commission, percentage, brokerage, or contingent fee.

ARTICLE XXIII – DISPUTES

Prior to either party commencing any legal action under this Agreement, the parties agree to try in good faith, to settle any dispute amicably between them. If a dispute has not been settled after forty-five (45) calendar

days of good-faith negotiations, and as may be otherwise provided herein, then either party may commence legal action against the other.

- A. Any dispute, other than audit, concerning a question of fact arising under this Agreement that is not disposed of by agreement shall be decided by a committee consisting of COUNTY's Contract Administrator and other COUNTY officials, who may consider written or verbal information submitted by CONSULTANT.
- B. Not later than thirty (30) calendar days after completion of all deliverables necessary to complete the plans, specifications and estimate, CONSULTANT may submit a written request for review by COUNTY's governing board of unresolved claims or disputes, other than audit.
- C. Neither the pendency of a dispute, nor its consideration by the committee will excuse CONSULTANT from full and timely performance in accordance with the terms of this Agreement.

ARTICLE XXIV - INSPECTION OF WORK

CONSULTANT and its subcontractors shall permit COUNTY, the State of California and the FHWA, if federal participating funds are used in this Agreement, to review and inspect the project activities and files at all reasonable times during the performance period of this Agreement.

ARTICLE XXV - SAFETY

- A. CONSULTANT shall comply with any and all California Division of Occupational Safety and Health ("Cal-OSHA") regulations applicable to CONSULTANT regarding necessary safety equipment or procedures. CONSULTANT shall comply with safety instructions issued by the Humboldt County Risk Manager and other COUNTY representatives. CONSULTANT's personnel shall wear hard hats and safety vests at all times while working on the construction project site.
- B. Pursuant to the authority contained in Section 591 of the California Vehicle Code, COUNTY has determined that such areas are within the limits of the project and are open to public traffic. CONSULTANT shall comply with all of the requirements set forth in Divisions 11 through 15 of the California Vehicle Code. CONSULTANT shall take all reasonably necessary precautions for safe operation of its vehicles and the protection of the traveling public from injury and damage from such vehicles.
- C. CONSULTANT must have any and all applicable CAL-OSHA permits, as outlined in California Labor Code Sections 6500 and 6705, prior to the initiation of any practices, work, method, operation or process related to the construction or excavation of trenches which are five (5) feet deep or deeper.
- D. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this article.

ARTICLE XXVI - OWNERSHIP OF DATA

A. It is mutually agreed that all materials prepared by CONSULTANT pursuant to the terms and conditions of this Agreement shall become the property of COUNTY, and CONSULTANT shall have no property rights therein whatsoever. Immediately upon termination of this Agreement, COUNTY shall be entitled to, and CONSULTANT shall deliver to COUNTY, any and all reports, investigations, appraisals, inventories, studies, analyses, drawings and data estimates performed to that date, whether completed or not, and other such materials as may have been prepared or accumulated to date by CONSULTANT in

performing this Agreement, which is not CONSULTANT's privileged information, as defined by law, or CONSULTANT's personnel information, along with all other property belonging exclusively to COUNTY which is in CONSULTANT's possession. Publication of the information derived from work performed or data obtained in connection with services rendered pursuant to the terms and conditions of this Agreement must be approved in writing by COUNTY.

- B. Additionally, it is agreed that the parties intend this Agreement to be an agreement for services and each considers the products and results of the services rendered by CONSULTANT hereunder to be work made for hire. CONSULTANT acknowledges and agrees that the work and all rights therein, including, without limitation, copyrights, belongs to and shall be the sole and exclusive property of COUNTY without restriction or limitation upon its use or dissemination by COUNTY. Any reuse of such works made for hire outside the scope of work for which it was developed, or any alteration of them whatsoever, without CONSULTANT's review and approval shall be at COUNTY'S sole risk.
- C. Nothing herein shall constitute or be construed to be any representation by CONSULTANT that the work product is suitable in any way for any other project except the one (a)detailed in a particular Task Order. Any reuse by COUNTY for another project or project location shall be at COUNTY's sole risk.
- D. Each party hereto agrees to comply with any and all applicable local, state and federal laws, regulations and standards pertaining to patent rights, including, without limitation, 48 CFR Subpart 27.3 Patent Rights under Government Contracts.
- E. COUNTY may permit CONSULTANT to copyright reports or other byproducts of this Agreement. If copyrights are permitted; FHWA shall be granted a royalty-free, nonexclusive and irrevocable right to reproduce, publish or otherwise use; and to authorize others to use, the work for government purposes.
- F. Any subcontract in excess of Twenty-Five Thousand Dollars (\$25,000.00) entered into as a result of this Agreement shall contain all of the provisions of this article.

ARTICLE XXVII – CLAIMS FILED BY COUNTY'S CONSTRUCTION CONTRACTOR

- A. If claims are filed by COUNTY's construction contractor relating to work performed by CONSULTANT, and additional information or assistance from CONSULTANT is required in order to evaluate or defend against such claims; CONSULTANT agrees to make its personnel available for consultation with COUNTY's Contract Administrator and for testimony, if necessary, at depositions and at trial or arbitration proceedings.
- B. CONSULTANT shall, upon reasonable notice from COUNTY, allow interviews of all personnel that COUNTY considers essential to assist in defending against construction contractor claims. Consultation or testimony will be reimbursed at the same rates, including, without limitation, travel costs, that are being paid for CONSULTANT's services under this Agreement.
- C. Services of CONSULTANT in connection with COUNTY's construction contractor claims will be performed pursuant to a written contract amendment which extends the expiration date of this Agreement, if necessary, in order to resolve such construction claims.
- D. Any subcontract in excess of Twenty-Five Thousand Dollars (\$25,000.00) entered into as a result of this Agreement shall contain all of the provisions of this article.

ARTICLE XXVIII - CONFIDENTIALITY OF DATA

- A. In the performance of this Agreement, CONSULTANT may receive information that is confidential under local, state or federal laws, regulations and standards. CONSULTANT hereby agrees to protect all confidential information in accordance with any and all applicable local, state and federal laws, regulations and standards.
- B. All financial, statistical, personal, technical or other data and information relative to COUNTY's operations, which are designated confidential by COUNTY and made available to CONSULTANT in order to carry out this Agreement, shall be protected by CONSULTANT from unauthorized use and disclosure.
- C. Permission to disclose information on one (1) occasion, or disclosure at a public hearing held by COUNTY relating to this Agreement, shall not authorize CONSULTANT to further disclose such information or disseminate the same on any other occasion.
- D. CONSULTANT shall not comment publicly to the press or any other media outlet regarding this Agreement or COUNTY's actions on the same, except to COUNTY's staff, CONSULTANT's own personnel involved in the performance of this Agreement, at public hearings or in response to questions from a legislative committee.
- E. CONSULTANT shall not issue any news release or public relations item of any nature, whatsoever, regarding work performed or to be performed under this Agreement without prior review of the contents thereof by COUNTY, and receipt of COUNTY's written permission.
- F. All information related to the construction estimate is confidential, and shall not be disclosed by CONSULTANT to any entity, other than COUNTY, Caltrans and/or FHWA. All of the materials prepared or assembled by CONSULTANT pursuant to the terms and conditions of this Agreement are confidential and CONSULTANT agrees that they shall not be made available to any individual or organization without the prior written approval of COUNTY or except by court order. If CONSULTANT, or any of its agents, officers, employees or subcontractors, does voluntarily provide information in violation of this Agreement, COUNTY has the right to reimbursement and indemnity from CONSULTANT for any damages caused by CONSULTANT releasing such information, including, without limitation, COUNTY's attorney's fees, expert witness fees and disbursements.
- G. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this article.

ARTICLE XXIX – NATIONAL LABOR RELATIONS BOARD CERTIFICATION

In accordance with California Public Contract Code Section 10296, CONSULTANT hereby states under penalty of perjury that no more than one (1) final unappealable finding of contempt of court by a federal court has been issued against CONSULTANT within two (2) years prior to the execution this Agreement because of CONSULTANT's failure to comply with an order of a federal court that requires CONSULTANT to comply with an order of the National Labor Relations Board.

ARTICLE XXX – EVALUATION OF CONSULTANT

CONSULTANT's performance will be evaluated by COUNTY. A copy of COUNTY's evaluation report will be sent to CONSULTANT for comments. COUNTY's evaluation report along with CONSULTANT's comments shall be retained in accordance with the record retention provisions set forth herein.

ARTICLE XXXI – RETENTION OF FUNDS

- A. No retainage will be withheld by COUNTY from progress payments due to CONSULTANT. Retainage by CONSULTANT or its subcontractors is prohibited, and no retainage will be held by CONSULTANT from progress due to its subcontractors. Any violation of this provision shall subject CONSULTANT or its subcontractors to the penalties, sanctions, and other remedies specified in Section 7108.5 of the California Business and Professions Code. This requirement shall not be construed to limit or impair any contractual, administrative or judicial remedies otherwise available to CONSULTANT or its subcontractors in the event of a dispute involving late payment or nonpayment by CONSULTANT or deficient performance or noncompliance by CONSULTANT's subcontractors. This provision applies to both DBE and non-DBE subcontractors.
- B. Any subcontract entered into as a result of this Agreement shall contain all of the provisions of this article.

ARTICLE XXXII – NOTIFICATION

Any and all notices required hereunder, and communications regarding interpretation of, and changes to, the terms and conditions of this Agreement, shall be effected by the mailing thereof by registered or certified mail, return receipt requested, postage prepaid and addressed as follows:

CONSULTANT: GHD Inc.

Attention: Josh Wolf, Project Manager

718 Third St.

Eureka, California 95501

COUNTY: Humboldt County Department of Public Works – Engineering Division

Attention: Tony Seghetti, Contract Administrator

1106 Second Street Eureka, California 95501

ARTICLE XXXIII – GOVERNING LAW, PRACTICE STANDARDS AND BINDING EFFECT

- A. This Agreement shall be construed in accordance with the laws of the State of California. Any dispute arising hereunder, or relating hereto, shall be litigated in the State of California and venue shall lie in the County of Humboldt unless transferred by court order pursuant to California Code of Civil Procedure Sections 394 or 395.
- B. CONSULTANT agrees to comply with any and all local, state and federal laws, regulations and standards applicable to its performance hereunder, including, without limitation, the Americans with Disabilities Act. CONSULTANT further agrees to comply with any and all applicable local, state and federal accrediting, licensure and certification requirements.
- C. This Agreement is subject to any additional local, state and federal restrictions, limitations or conditions that may affect the provisions, terms, conditions or funding of this Agreement. This Agreement shall be read and enforced as though all legally required provisions are included herein, and if for any reason any such provision is not included, or is not correctly stated, the parties agree to amend the pertinent section to make such insertion or correction.
- D. In the event any law, regulation or standard referred to herein is amended during the term of this Agreement, the parties agree to comply with the amended provision as of the effective date thereof.

- E. CONSULTANT warrants that it has the degree of learning and skill ordinarily possessed by reputable professionals practicing in similar localities in the same profession and under similar circumstances. CONSULTANT's duty is to exercise such care, skill and diligence as professionals engaged in the same profession ordinarily exercise under like circumstances.
- F. The terms of this Agreement shall be binding upon and shall inure to the benefit of the heirs, executors, administrators, successors and permitted assigns of the parties.

ARTICLE XXXIV – NO WAIVER OF DEFAULT

- A. The waiver by either party of any breach of this Agreement shall not be deemed to be a waiver of any such breach in the future, or of the breach of any other requirement of this Agreement.
- B. In no event shall any payment by COUNTY constitute a waiver of any breach of this Agreement which may then exist on the part of CONSULTANT. Neither shall such payment impair or prejudice any remedy available to COUNTY with respect to the breach or default. COUNTY shall have the right to demand repayment of, and CONSULTANT shall promptly refund, any funds disbursed to CONSULTANT hereunder, which COUNTY determines were not expended in accordance with the terms of this Agreement.

ARTICLE XXXV – ATTORNEY FEES ON BREACH

If either party shall commence any legal action, including, without limitation, an action for declaratory relief, against the other by reason of the alleged failure of the other to perform any of its obligations hereunder, the prevailing party in said action shall be entitled to recover court costs and reasonable attorneys' fees, including, but not limited to, the reasonable value of services rendered by the Humboldt County Counsel's Office, to be fixed by the court, and such recovery shall include court costs and attorney's fees on appeal, if applicable. As used herein, "prevailing party" means the party who dismisses an action in exchange for payment of substantially all sums allegedly due, performance of provisions allegedly breached or other considerations substantially equal to the relief sought by said party, as well as the party in whose favor final judgment is rendered.

ARTICLE XXXVI – NUCLEAR FREE HUMBOLDT COUNTY ORDINANCE COMPLIANCE

By executing this Agreement, CONSULTANT certifies that it is not a Nuclear Weapons Contractor, in that CONSULTANT is not knowingly or intentionally engaged in the research, development, production or testing of nuclear warheads, nuclear weapons systems or nuclear weapons components as defined by the Nuclear Free Humboldt County Ordinance. CONSULTANT agrees to notify COUNTY immediately if it becomes a Nuclear Weapons Contractor, as defined above. COUNTY may immediately terminate this Agreement if it determines that the foregoing certification is false or if CONSULTANT subsequently becomes a Nuclear Weapons Contractor.

ARTICLE XXXII - CONTRACT

The two (2) parties to this Agreement, who are the before named CONSULTANT and the before named COUNTY, hereby agree that this Agreement constitutes the entire agreement which is made and concluded in duplicate between the two (2) parties. Both of these parties for and in consideration of the payments to be made, conditions mentioned, and work to be performed; each agree to diligently perform in accordance with the terms and conditions of this Agreement as evidenced by the signatures below.

[Signatures on Following Page]

Principal / Vice President

Russell A. Wenham, RCE 43162

ARTICLE XXXVIII - SIGNATURES

TWO SIGNATURES ARE REQUIRED FOR CORPORATIONS:

- (1) CHAIRPERSON OF THE BOARD, PRESIDENT, OR VICE PRESIDENT; AND
- (2) SECRETARY, ASSISTANT SECRETARY, CHIEF FINANCIAL OFFICER OR ASSISTANT TREASURER.

GHD INC.:	
By: Karell Werlen	Date: February 24, 2020
Name: Russell A. Wenham, RCE 43162	
Title: Principal / Vice President	
By:	24 FEB 2020 Date:
Name: J. Duncan Findlay	
Title: Secretary	
COUNTY OF HUMBOLDT:	
	- v
Ву:	Date:
Estelle Fennell Chair, Humboldt County Board of Supervisors	
INSURANCE AND INDEMNIFICATION REQUIREMEN	ITC ADDROVED
By: Risk Management	Date: 3/2/2020
LIST OF ATTACHMENTS:	
Attachment A – Scope of Work Attachment B – Cost Proposal & Schedule of Work Attachment C – Consultant Proposal DBE Commitment (Ex Attachment D – Consultant Contract DBE Commitment (Ex Attachment E – DBE Information, Good Faith Efforts (Exhi Attachment F – Consultant Certification of Contract Costs a	hibit 10-O2) bit 15-H)
For Prime and Subconsultants) Attachment G – Disclosure of Lobbying Activities (Exhibit	

Attachment A – Scope of Work



SCOPE OF SERVICES FOR COUNTY OF HUMBOLDT

ON-CALL PROFESSIONAL DESIGN ENGINEERING, ENVIRONMENTAL AND CONSTRUCTION MANAGEMENT SERVICES

December 23, 2019

The following is the proposed GHD (consultant) preliminary scope of work for tasks under Agreement for the On-Call Professional Design Engineering, Environmental and Construction Management Services. Final scope of services will be developed by the County and GHD for each individual Task Order. It is understood that some of the services covered under this contract are design professional services and will be performed under the responsible charge of a Registered Engineer in the State of California. It is also understood that all work performed under this contract is considered to be performed by consultant, whether it be by consultant or a sub-consultant under contract to consultant. The following are general Environmental, Engineering and Construction Management Services anticipated for providing on-call assistance on projects, some with Federal aid funding. The scope of services will be conducted in accordance Caltrans Local Assistance Procedures Manual (LAPM).

SCOPE OF SERVICES

The tasks below defined GHD's scope of services.

Task 1 – Project Management, Meetings and Coordination

This project will require regular communication and close coordination with team members, the County, Caltrans, and other project stakeholders. This task also includes reviewing the project status on a regular basis, providing progress updates to the County, managing project budgets and schedules, assisting the County in coordinating with the various agencies involved, and coordinating and performing quality control and quality assurance reviews. As part of the ongoing project coordination, management process, GHD anticipates participating in regular meetings (or conference calls) with the County, Caltrans, and other stakeholders, to provide updates on project status, review project designs and issues, and receive input and direction.

Deliverables:

Meeting agenda - paper copies at the meeting.

Task 2 – Environmental Studies, CEQA, NEPA and Environmental Permit Applications

GHD will complete the following as deemed necessary for environmental compliance of each project.

- Preliminary Environmental Study (PES) including Project Description and APE Map
- Cultural Resources Study, Historic Property Survey Report and Archaeological Survey Report
- Special Status Plant and Animal Surveys and Reports
- Wetland Delineation Reports
- Natural Environment Study (NES)
- Initial Site Assessment (ISA)
- Visual Impact Assessment (VIA) or Visual Resources Technical Memorandum (VRTM)

GHD Scope of Services 12.23.19.docx



- CEQA and NEPA Documentation
- Environmental Permit Applications

Deliverables:

- Draft and Final PES Form (electronic PDF)
- Draft and Final CRS, ASR and HPSR (electronic PDFs)
- Draft and Final Special-status Plant and Animal Report
- Draft and Final Wetland Delineation Report (electronic PDF)
- Draft and Final NES Report (electronic PDF)
- Draft and Final Initial Site Assessment (electronic PDF)
- Draft and Final VIA or VRTM (electronic PDF)
- Draft and Final CEQA/NEPA Documentation
- Draft and Final Permit Applications

Task 3 - Engineering Studies & Preliminary Design

GHD will develop preliminary design plans for the storm damage repairs. The preliminary design plans will be developed to 15% and 35% completeness intended to convey the design intent. The plans will show conceptual geometrics, alignments, typical sections and general improvements. Under this task GHD will also conduct engineering studies to support the preliminary design. These engineering studies include but are not limited to:

- Geotechnical Investigation and Reports
- Hydrologic/Hydraulic Studies
- Traffic Engineering Studies
- Topographic and Right-of-Way Surveys

Deliverables:

- Draft and Final Geotechnical Study Report (electronic PDF)
- Draft and Final Hydrologic/Hydraulic Reports (electronic PDF)
- Draft and Final Traffic Engineering Reports (electronic PDF)
- Topographic and Right-of-Way Survey and Exhibits (Electronic PDFs)
- 15% Plans (Electronic PDFs and up to ten (10) hard copies).
- 35% Plans and Opinion of Probable Construction Cost (Electronic PDF and up to ten (10) hard copies).

Task 4 - Final Design

GHD will prepare plans, specifications, estimates (PS&E) and contract bid documents for the project, based upon the 35% design plans developed during preliminary design. The primary objective of the final design will be to develop a set of plans and specifications suitable for bidding and construction. The plans need sufficient detail to provide the information for review by the County. The PS&E package will be prepared based on the standards of practice in the industry and in accordance with the Task Order scope of services.

The Construction plans and estimate will be submitted to the County at 60%, 90%, 95%, and 100% completion stages. The technical specifications will be submitted to the County at the 90%, 95%, and



100% completion stages. The County will have the opportunity to comment on the 60%, 90%, and 95%, design submittals, and the 100% will be ready to issue for bidding and construction. GHD will prepare technical specifications consisting of Special Provisions to amend and supplement the State of California Department of Transportation Standard Specifications (2018). The engineer's opinion of probable construction costs will be prepared using standard engineering estimating procedures for each design submittal. The opinion of cost will include the anticipated cost for the items of work included with the project based on bid results from previous projects or published unit costs available from Caltrans.

Deliverables:

- 60% Plans and Estimates
- 90% PS&E Submittal: Plans, Specifications, and Estimates
- 95% PS&E Submittal: Plans, Specifications, and Estimates
- 100% PS&E Submittal: Plans, Specifications, and Estimates
- GHD will provide one (1) electronic PDF and up to ten (10) hard copies for each of the above documents. In addition, 100% plans will be provided as AutoCAD Civil 3D files.

Task 5 – Construction Engineering

GHD will provide construction management related services for the storm damage repair project sites. The anticipated services include but are not limited to the following:

- Provide pre-bid and bid period assistance
- Conduct weekly construction meetings
- Monitor construction schedule
- Provide environmental monitoring, clearance surveys and reporting
- Review request for information (RFI) and submittals
- Provide construction inspection/observation including reports
- Develop Contract Change Orders (CCOs)
- Provide materials testing services
- Track quantities for progress payments
- Provide office engineering and construction administration
- Perform onsite labor compliance interviews
- Complete project close documents including record/as-built drawings

GHD Scope of Services 12.23.19.docx 5



Deliverables:

- Meeting Agendas
- Environmental Monitoring/Survey Reports
- Onsite Inspection Reports
- Material Testing Reports
- Labor Compliance Interview Records
- Construction Close-out Documentation

GENERAL EXCLUSIONS AND ASSUMPTIONS

This scope of services is based on the tasks described above which are anticipated for the project. The County may need additional services during the process of the project due to increased regulatory issues, unusual public interest, and additional issues identified during the project. This scope is based on the following assumptions:

- This scope does not include anything not specifically described above or listed in the RFQ, although additional services can be provided through a contract amendment.
- The County shall be responsible for paying all deposits and fees required for the project.
- The County will obtain access agreements (including encroachment permits) needed for technical studies and permits.
- County shall issue an appropriate Task Order for each project to be assigned to consultant.
- County shall exercise due care in relaying project requirements to consultant and shall responsively participate in the Task Order process.
- County shall allow consultant to review all public-accessible data and information that relate to the tasking assigned by each Task Order.

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Attachment B – Cost Proposal & Schedule of Work



Project Schedule: On-Call Professional Design Engineering, Environmental and Construction Management Services*

Updated: 12/23/19

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Task Description	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH	MAY	JUNE	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER
Contract Execution																															
Develop Task Order																															
Task Order Authorized																								\Box							
Task 1 – Project Management, Meetings and Coordination																															
Project Management																															
Coordination Meetings																															
Task 2 – Environmental Studies																								\Box							
Preliminary Environmental Study (PES) including, Project Description and APE Map																								floor							
Cultural Resources Study, Historic Property & Archaeological Survey Reports																															
Special Status Plant and Animal Surveys and Reports																															
Wetland Delineation Reports																															
Natural Environment Study (NES)																															
Initial Site Assessment (ISA)																															
Visual Impact Assessment/Visual Resources Tech Memo												Ш	\perp							Ш				\bot		'					
CEQA and NEPA Documentation															\perp									\perp		'			Ш		
Environmental Permit Applications																				Ш				\bot		'					
Task 3 – Engineering Studies & Preliminary Design																								\perp							
Geotechnical Study																								\perp		'			Ш		
Hydrologic/Hydraulic Studies																				Ш				\bot		'					
Traffic Engineering Studies																				Ш				\bot		'					
Topographic Survey and Right-of-Way																				Ш				\perp		'					
Preliminary Design (15% and 35%)		Ш																						┙		'			Щ		
Task 4 – Final Design																										'					
PS&E (60%, 90%, 95%, 100%)																															
Task 5 – Construction Engineering																															
Provide pre-bid and bid period assistance																				Ш									Щ		
Conduct weekly construction meetings																				Ш				\bot		'					
Monitor construction schedule																				Ш				\perp		'					
Provide environmental monitoring, clearance surveys and reporting		Ш																		Ш				_		'					
Review request for information (RFI) and submittals	1	Ш								\perp		\perp	$\perp \perp$					4	1	Ш			\bot	\bot	\bot	<u> </u>					igspace
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Complete project close documents including record/as-built drawings																								\perp							

^{*} Specific schedules to be developed for each individual Task Order



COST PROPOSAL

PROJECT NAME: On-Call Professional Design Engineering, Environmental and Construction Management Services Contract No.: DPW2019-001 Updated: 1/7/20

Class		Sr. Enginee	r/Scientist/Pla	nner	Р	Project Enginee	r/Scientist/Planner		Staff Engineer	r/Scientist/PI	anner/GIS		CAD /	Tech		Adm	nin. Support		Prevaili	ng Wage													
Level:		UI UI	II		IV.	III	II		III	II I	1	D/	- U				ш			Con. Inspector II	Total GHD Fees	Biggs Cardosa	Crawford	Ghirardelli	Points West	SHN	Stantec	DZC	Chaudhary	Wreco	TJKM	Morrison	Totals
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Task 1 - Project Management, Meetings and Coordination															$\overline{}$																1		
Project Management	32		32	300	40			40									40					\$10,000.00										\$5,000.00	
Coordination Meetings	8	8	8	200	60	60	300	200	40	40							40				\$154,414.96	\$10,000.00		\$1,000.00	\$1,000.00	\$5,000.00	\$5,000.00	\$1,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$5,000.00	\$197,414.96
Task 1: Total Hours		40	40	500	100	100		240	40	40	0	0	0	0	0	0	80	0	0	0													
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Task 2 – Environmental Studies																																	
 Preliminary Environmental Study (PES) including, Project Description and APE Map 	4			40			80			80			80				40				\$41,537.36 \$33,046.96					\$5,000.00	\$20,000.00					1	\$66,537.36
 Cultural Resources Study, Historic Property & Archaeological Survey Reports 	4			40			80			40			40				40				\$33,046.96							\$43,560.00					\$76,606.96
 Special Status Plant and Animal Surveys and Reports 	4			80			100			100			100				40				\$57,048.76					\$5,000.00	\$10,000.00					1	\$72,048.76
Wetland Delineation Reports	4			80			100			100			200				40				\$67,661.76					\$5,000.00						1	\$82,661.76
Natural Environment Study (NES)	4			80			100			100			140				40				\$61,293.96 \$71,906.96					\$5,000.00	\$10,000.00				1	i I	\$76,293.96
Initial Site Assessment (ISA)	4			80			100			200			140				40				\$71,906.96					\$5,000.00	\$10,000.00				1	i I	\$86,906.96
 Visual Impact Assessment/Visual Resources Tech Memo 	4			80			100			200			140				40				\$71,906.96					\$5,000.00	\$10,000.00				1	i I	\$86,906.96
CEQA and NEPA Documentation	4			80			100			250			200			40	60				\$88,642.66					\$5,000.00	\$21,412.50						\$115,055.16
Environmental Permit Applications	4			90			100			300			280			40	100				\$107,419.36					\$5,000.00	\$20,000.00				1		\$132,419.36
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Task 2: Total Cos		1 \$0.00	\$0.00		\$0.00	\$0.00	\$133,394,60 \$	50.00	\$0.00 \$1		\$0.00	\$0.00		\$0.00	\$0.00			\$0.00	\$0.00	\$0.00	\$600.464.74	\$0.00	\$0.00	\$0.00	\$0.00	\$40,000.00	\$111 412 50	\$43 560 00	\$0.00	\$0.00	\$0.00	\$0.00	\$795,437,24
Task 3 – Engineering Studies & Preliminary Design	00,101.01		40.00	0.02,000.00	\$ 0.00	Q 0.00	\$100,004.00 j	0.00	00.00	. 10,000.10	Q 0.00	Q 0.00	1 01-10,001100	QU.UU	- 00.00	01110410010	02,020.00	4 0.00	Q 0.00	Q 0.00	\$000,101.14	Ç 0.00	C 0.00	40.00	Q 0.00	Q-10,000.00	V111,412.00	Q 10,000.00	\$0.00	40.00	- 00.00		<u> </u>
Geotechnical Study	8	8	8	80			80			40			40	40	$\overline{}$		40				\$49,426.96		\$32,060.00	1	1	\$30,000.00						$\overline{}$	\$111,486.96
Hydrologic/Hydraulic Studies	16		16	40			40		40	40	80		24	24	40		24				\$47,728.72		402,000.00			400,000.00				\$136,576.00			\$184,304.72
Traffic Engineering Studies	16		16	80			120		80	40	80		24	24	40		24				\$47,728.72 \$73,199.92									\$130,370.00	\$128.130.00		\$201,329,92
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Topographic Survey and Right-of-Way Proliminary Design (15% and 35%)	90		40	100	60	60	100		120	100	60		140	140	40		80		24		\$153,936.80	\$75 000 00			\$140,040.00	\$30,000.00			\$303,300.00		+	\$35,000.00	\$293,936.80
Preliminary Design (15% and 35%)	80		40	100	- 00	00	100		120	100	00		140	140	40		00				\$100,900.00	\$75,000.00				\$30,000.00			-		+	\$33,000.00	\$233,330.00
Task 3: Total Hours	404		04	224	60		240		240	220	220	•	252	220	400		470		24	•										+	+		
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Task 4 - Final Design		40	- 40	000	000		4000	700	000	400	4000		4000	4000		00		00			04 470 400 00	8470 477 00				#44E 00E 00						#400 000 00 T	A4 500 005 00
PS&E (60%, 90%, 95%, 100%)	80	40	40	800	600	600	1000	700	800	400	1000		1000	1000	800	80	80	80			\$1,172,423.00	\$173,177.00				\$115,265.00						\$100,000.00	\$1,560,865.00
T. 1 4 T. 110			- 40				4000				4000	_	4000	4000																+	+		
Task 4: Total Hours		40	40	800	600	600	1000 \$155.110.00 \$97.	700	800	400	1000	0	1000	1000	800 \$58,776,00		80	80	0	0	\$1,172,423,00	A470 477 00	***	\$0.00	40.00	A	\$0.00	** **	***	40.00	40.00	\$100.000.00	44 500 005 00
	\$20,899.2	0 \$9,274.00	\$8,621.20	\$163,280.00	\$112,662.00	\$102,864.00	\$155,110.00 \$97	,153.00 \$	\$97,968.00 \$	42,452.00	\$89,800.00	\$0.00	\$106,130.00	\$89,800.00	\$58,776.00	\$7,184.00	5,877.60 \$4	,572.00	\$0.00	\$0.00	\$1,172,423.00	\$1/3,1//.00	\$0.00	\$0.00	\$0.00	\$115,265.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$100,000.00	\$1,560,865.00
Task 5 – Construction Engineering															$\overline{}$																	-	
Provide pre-bid and bid period assistance	4			40			100										8				\$25,307.72 \$22,205.52			\$5,000.00		\$5,000.00							\$35,307.72
Conduct weekly construction meetings	4			40			80								$\overline{}$		8							\$5,000.00		\$5,000.00							\$32,205.52
Monitor construction schedule	4			40			80										8				\$22,205.52			\$5,000.00		\$5,000.00							\$32,205.52
 Provide environmental monitoring, clearance surveys and reporting 	4			40			80										8				\$22,205.52					\$5,000.00	\$4,737.50						\$31,943.02
 Review request for information (RFI) and submittals 	4			40			100										8				\$25,307.72			\$8,000.00		\$5,000.00							\$38,307.72
Provide construction inspection/observation																				800	\$146,584.00			\$117,000.00		\$15,000.00							\$278,584.00
Develop Contract Change Orders (CCOs)	4			40			100										8				\$25,307.72			\$10,000.00		\$5,000.00							\$40,307.72
Provide materials testing				8			8										8				\$3,461.44			\$10,000.00		\$5,000.00							\$18,461.44
Track quantities for progress payment	4			32			100										8				\$23,674.92			\$10,000.00		\$5,000.00							\$38,674.92
 Provide office engineering and construction administration 	4			80			200										8				\$48,982.72	\$20,000.00		\$10,000.00		\$5,000.00						\$3,557.00	\$87,539.72
Labor compliance interviews	4						100										8				\$17,143.72			\$10,000.00		\$5,000.00						1	\$32,143.72
 Complete project close documents including record/as-built drawings 	4			40			100						80		ı		8				\$33,798.12			\$8,000.00		\$5,000.00						1	\$46,798.12
																																\perp	
Task 5: Total Hours		0	0	400	0	0	1048	0	0	0	0	0	80	0	0	0	88	0	0	800	l											1	
Task 5: Total Cos	\$10,449.6	0 \$0.00	\$0.00	\$81,640.00	\$0.00	\$0.00	\$162,555.28 \$	0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,490.40	\$0.00	\$0.00	\$0.00 \$	6,465.36	\$0.00	\$0.00	\$146,584.00	\$416,184.64	\$20,000.00	\$0.00	\$198,000.00	\$0.00	\$70,000.00	\$4,737.50	\$0.00	\$0.00	\$0.00	\$0.00	\$3,557.00	\$712,479.14
ODC's																			•	·	\$14,265.00	\$11,823.00	\$117,940.00	\$0.00	\$2,355.00	\$4,735.00	\$23,850.00	\$4,440.00	\$6,640.00	\$3,424.00	\$11,870.00	\$943.00	\$202,285.00
TOTAL HOURS (Tasks 1-5)	320	88	164	2.674	760	760	3.856	940	1.080	2.030	4 222	•	2.652	1.228	920	160	860	00	24	800													
TOTAL HOUNG (Tasks 1-3)	320	88	164	2,674	760	100	3,000	940	1,000	2,030	1,220	U	2,652	1,228	920	100	000	ou	24	000	I		1			1			1		1 '	1	
TOTAL FEEG (T): 4 E)	400 500 5		*******	A	A4 40 TOT		AFAR 404 40		400 050 00 5		A400 FF0 5	** **	****	**** ***	A07 F00 (5	******		. === ==	A / 070 00	A440 F044-	A0 050 507	****	A450 000	****	A450 000	****	A450 000 CT	AFA 000	A 100 000	A450 000	A450 005	A440 F00 C	AF 000 00
TOTAL FEES (Task 1-5)	\$83,596.8	0 \$20,402.80	\$35,346.92	\$545,763.40	J \$142,705.20	\$130,294.40	\$598,104.16 \$130	0,462.60 \$1	132,256.80 \$2	215,443.90	\$109,556.00	\$0.00	\$281,456.76	\$110,274.40	\$67,592.40 \$	\$14,368.00 \$	63,184.20 \$4	,572.00	\$4,270.32	\$146,584.00	\$2,850,500.06	\$300,000.00	\$150,000.00	\$200,000.00	\$150,000.00	\$300,000.00	\$150,000.00	\$50,000.00	\$400,000.00	\$150,000.00	\$150,000.00	\$149,500.00	\$5,000,000.06

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT: GHD Inc. PRIME X SUB CONTRACT TYPE: Specific Rates of Compenstation PROJECT NO.: DPW2019-001 CONTRACT NO.: N/A DATE: 12/23/19 Consultant's Participation Amount: \$2,850,000

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + 5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base) + Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services could under DIR determinations.

Employee Actual Rate

Employee Actual Rate

Home Office Personnel:	Fringe Benefi	t %	Overhead %		General Administration %		Combin	ed %
NORMAL	34.49%	+	149.47%	+	0.00%	=	183.9	6%
OVERTIME	34.49%	+	149.47%	+	0.00%	=	183.9	6%
Field Office Personnel:	Fringe Benefi	t %	Overhead %		General Administration %		Combin	ed %
NORMAL	34.49%	+	149.47%	+	0.00%	=	183.9	6%
OVERTIME	34.49%	+	149.47%	+	0.00%	=	183.9	6%
						Fee =	15.00)%
					Applicable Multi	plier Delta Base (Field)	= 1.00)
					Applicable	e Multiplier Fringe (Field)	= 1.00)

	Home	Effort:	Doto of	Pre	evailing Wage	Rate estal	blished by	y State DIR				Employ	yee Actual R	ate		D	ELTA (TOT	AL) =	Applicab	DELTA (E	BASE) =		ELTA Base	_	Applicable	DELTA F	RINGE =				%	Actual Hourly	
Name/Classification	Office Personnel		Date of Rate	(6	only applicab	ole for prev	vailing wag	ge work)			(fring		s vary year			Emplo	yee Total I	Rate - DIR	DELTA	Employe	e Base -		e - Employe		DELTA TO	TAL - DEL	TA BASE	L	oaded Hourl	y Billing Rates	% Escalation	Rate and/or	Hourly Range for Cla
realite, Olassinoatori	Field Office	riodii	y reacc	Base :	Salary	Fringe	Total Base	e Salary + Fring	ge Benefits		Base Salary		Estimate	Total = Base	+ Fringe		Rate		(TOTAL)	DIR B	lase	DIN Nate	Rate	e Dase	(Em	ployee - D	IR)				Increase	Average Hourl	y Houriy Kange for Ci
	Personnel	From	To	Straight 1.5 0	OT 2.0 OT	Benefits	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Fringe S	raight 1.5 O	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight		2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)		Rate	
Josh Wolf	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$204.10	\$235.35	\$266.60		\$ 62.50	N/A
Project Manager		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$210.22	\$242.41	\$274.59	3.00%	\$ 64.38	3
Level I: Senior Engineer		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$216.53	\$249.68	\$282.83	3.00%	\$ 66.31	
_		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$223.02	\$257.17	\$291.32	3.00%	\$ 68.30)
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$231.94	\$267.46	\$302.97	4.00%	\$ 71.03	3
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$241.22	\$278.15	\$315.09	4.00%	\$ 73.87	·
Jeremy Svehla	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$204.10	\$235.35	\$266.60	1	\$ 62.50	N/A
Project Manager		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$210.22	\$242.41	\$274.59	3.00%	\$ 64.38	
Level I: Senior Engineer		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$216.53	\$249.68	\$282.83	3.00%	\$ 66.31	
3		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$223.02	\$257.17	\$291.32	3.00%	\$ 68.30	
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$231.94	\$267.46	\$302.97	4.00%	\$ 71.03	s I
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$241.22	\$278.15	\$315.09	4.00%	\$ 73.87	
Level IV: Senior Engineer /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$261.24	\$301.24	\$341.24			\$75.01 to \$110.
Scientist / Planner / Surveyor		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$269.08	\$310.28	\$351.48	3.00%	\$ 82.40	
		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$277.15	\$319.59	\$362.02	3.00%	\$ 84.87	
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$285.47	\$329.18	\$372.89	3.00%	\$ 87.42	
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$296.89	\$342.34	\$387.80	4.00%	\$ 90.91	
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$308.76	\$356.04	\$403.31	4.00%	\$ 94.55	\$88.65 to \$130.
Level III: Senior Engineer /	HOME	7/1/2019	6/30/2020											_		\$0.00	\$0.00	\$0.00	1									\$231.85	\$267.35	\$302.85	1	\$ 71.00	\$70.01 to \$75.
Scientist / Planner / Surveyor		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$238.81	\$275.37	\$311.94	3.00%	\$ 73.13	
	1	7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$245.97	\$283.64	\$321.30	3.00%	\$ 75.32	
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$253.35	\$292.14	\$330.94	3.00%	\$ 77.58	
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00	I									\$263.49	\$303.83	\$344.17	4.00%	\$ 80.69	
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$274.03	\$315.98	\$357.94	4.00%	\$ 83.91	
Level II: Senior Engineer /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$215.53	\$248.53	\$281.53		\$ 66.00	\$65.01 to \$ 70.
Scientist / Planner / Surveyor		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$221.99	\$255.98	\$289.97	3.00%	\$ 67.98	
		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$228.65	\$263.66	\$298.67	3.00%		\$ 68.97 to \$ 74.
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$235.51	\$271.57	\$307.63	3.00%		\$71.04 to \$ 76.
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$244.93	\$282.43	\$319.94	4.00%	\$ 75.00	
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$254.73	\$293.73	\$332.73	4.00%	\$ 78.00	
Level I: Senior Engineer /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$204.10	\$235.35	\$266.60		\$ 62.50	
Scientist / Planner / Surveyor		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$210.22	\$242.41	\$274.59	3.00%	\$ 64.38	
		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$216.53	\$249.68	\$282.83	3.00%	\$ 66.31	
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$223.02	\$257.17	\$291.32	3.00%	\$ 68.30	\$65.57 to \$ 71.
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$231.94	\$267.46	\$302.97	4.00%	\$ 71.03	
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$241.22	\$278.15	\$315.09	4.00%	\$ 73.87	
Level IV: Engineer / Scientist /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$187.77	\$216.52	\$245.27		\$ 57.50	\$55.01 to \$ 60.
Planner / Surveyor / GIS		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$193.40	\$223.01	\$252.63	3.00%		\$ 56.66 to \$ 61.
ŕ		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$199.20	\$229.70	\$260.21	3.00%	\$ 61.00	
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$205.18	\$236.60	\$268.01	3.00%	\$ 62.83	
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$213.39	\$246.06	\$278.73	4.00%	\$ 65.35	\$62.52 to \$68.
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$221.92	\$255.90	\$289.88	4.00%	\$ 67.96	\$65.02 to \$70.
Level III: Engineer / Scientist /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$171.44	\$197.69	\$223.94		\$ 52.50	\$50.01 to \$55.
Planner / Surveyor / GIS		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$176.58	\$203.62	\$230.66	3.00%	\$ 54.08	
		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$181.88	\$209.73	\$237.58	3.00%	\$ 55.70	
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00										\$187.34	\$216.02	\$244.71	3.00%	\$ 57.37	\$54.65 to \$60.
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00										\$194.83	\$224.66	\$254.49	4.00%	\$ 59.66	
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$202.62	\$233.65	\$264.67	4.00%		\$59.11 to \$65.
Level II: Engineer / Scientist /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$155.11	\$178.86	\$202.61		\$ 47.50	\$45.01 to \$50.
Planner / Surveyor / GIS		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$159.77	\$184.23	\$208.69	3.00%	\$ 48.93	
	1	7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00	l									\$164.56	\$189.76	\$214.95	3.00%	\$ 50.39	
		7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00			- 1							\$169.50	\$195.45	\$221.40	3.00%	\$ 51.90	
Non-Prevailing Wage Work	1	7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00	l									\$176.28	\$203.27	\$230.26	4.00%	\$ 53.98	
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$183.33	\$211.40	\$239.47	4.00%		\$53.20 to \$59.
Level I: Engineer / Scientist /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$138.79	\$160.04	\$181.29		\$ 42.50	
Planner / Surveyor / GIS		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$142.95	\$164.84	\$186.72	3.00%	\$ 43.78	
		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00										\$147.24	\$169.78	\$192.33	3.00%		\$42.45 to \$47.
	1	7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00	l		- 1							\$151.65	\$174.88	\$198.10	3.00%		\$43.72 to \$49.
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00			- 1							\$157.72	\$181.87	\$206.02	4.00%		\$45.47 to \$51.
Exempt		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$164.03	\$189.14	\$214.26	4.00%	\$ 50.23	
Level III: Staff Engineer / Scientist /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00				1 = 1						\$122.46	\$141.21	\$159.96		\$ 37.50	
Planner / Surveyor / GIS		7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$126.13	\$145.44	\$164.76	3.00%	\$ 38.63	
/ Construction Inspector		7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00	I									\$129.92	\$149.81	\$169.70	3.00%	\$ 39.78	
	1	7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00	l		- 1							\$133.81	\$154.30	\$174.79	3.00%	\$ 40.98	
Non-Prevailing Wage Work		7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00	I									\$139.17	\$160.47	\$181.78	4.00%		\$39.79 to \$45.
Exempt		7/1/2024	6/30/2025													\$0.00		\$0.00										\$144.73	\$166.89	\$189.05	4.00%		\$41.38 to \$47.
evel II: Staff Engineer / Scientist /	HOME	7/1/2019	6/30/2020													\$0.00	\$0.00	\$0.00										\$106.13	\$122.38	\$138.63			\$30.01 to \$35.
Planner / Surveyor / GIS	1	7/1/2020	6/30/2021													\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$109.31	\$126.05	\$142.79	3.00%		\$ 30.91 to \$ 36.
	1	7/1/2021	6/30/2022													\$0.00	\$0.00	\$0.00	l									\$112.59	\$129.83	\$147.07	3.00%		\$ 31.84 to \$ 37.
	1	7/1/2022	6/30/2023													\$0.00	\$0.00	\$0.00	l		- 1							\$115.97	\$133.73	\$151.48	3.00%	\$ 35.51	
	1	7/1/2023	6/30/2024													\$0.00	\$0.00	\$0.00	I	1								\$120.61	\$139.08	\$157.54	4.00%	\$ 36.93	
Non-Prevailing Wage Work		7/1/2024	6/30/2025													\$0.00	\$0.00	\$0.00										\$125.43	\$144.64	\$163.85	4.00%		\$35.47 to \$41.

Loyal Is Staff Engineer / Scientist /	HOME	7/4/2040	6/20/2020										_	en no 1	en nn	en no										¢00.00	\$403 EE	¢117.20		27.50	1 ¢ 05 04	to 6 20.0
Level I: Staff Engineer / Scientist / Planner / Surveyor / GIS	HOME	7/1/2019 7/1/2020	6/30/2020 6/30/2021											\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$89.80 \$92.50	\$103.55 \$106.66	\$117.30 \$120.82	3.00%		\$25.01 \$25.76	
name / car rejer / cae		7/1/2021	6/30/2022											\$0.00	\$0.00	\$0.00		1411								\$95.27	\$109.86	\$124.45	3.00%		\$ 26.53	to \$ 31.8
		7/1/2022	6/30/2023											\$0.00	\$0.00	\$0.00										\$98.13	\$113.15	\$128.18	3.00%	30.05		to \$ 32.7
Non-Prevailing Wage Work Exempt		7/1/2023 7/1/2024	6/30/2024 6/30/2025											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$102.05 \$106.14	\$117.68 \$122.39	\$133.31 \$138.64	4.00% \$	· · · · · · ·	\$ 28.42	to \$ 34.0
Level IV: CAD / Technician	HOME	7/1/2019	6/30/2020											\$0.00	\$0.00	\$0.00										\$122.46	\$141.21	\$159.96	4.00%		\$35.01	
		7/1/2020	6/30/2021											\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$126.13	\$145.44	\$164.76	3.00%	38.63		to \$ 41.2
		7/1/2021 7/1/2022	6/30/2022 6/30/2023											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$129.92 \$133.81	\$149.81 \$154.30	\$169.70 \$174.79	3.00% 3.00%	39.78 40.98		to \$ 42.4 to \$ 43.7
Non-Prevailing Wage Work		7/1/2023	6/30/2024											\$0.00	\$0.00	\$0.00										\$139.17	\$160.47	\$181.78	4.00%	42.62		to \$ 45.4
Non-Exempt		7/1/2024	6/30/2025											\$0.00	\$0.00	\$0.00										\$144.73	\$166.89	\$189.05	4.00%	44.32		to \$ 47.2
Level III: CAD / Technician	HOME	7/1/2019 7/1/2020	6/30/2020 6/30/2021											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$106.13 \$109.31	\$122.38 \$126.05	\$138.63 \$142.79	3.00%	32.50 33.48		to \$ 35.0 to \$ 36.0
		7/1/2020	6/30/2022											\$0.00	\$0.00	\$0.00	1973	I IVA	10/5	10/3	10/3	IVA	10/1	10/3	10/3	\$112.59	\$120.03	\$147.07	3.00%	34.48		to \$ 37.1
		7/1/2022	6/30/2023											\$0.00	\$0.00	\$0.00										\$115.97	\$133.73	\$151.48	3.00%			to \$ 38.2
Non-Prevailing Wage Work Non-Exempt		7/1/2023 7/1/2024	6/30/2024 6/30/2025											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$120.61 \$125.43	\$139.08 \$144.64	\$157.54 \$163.85	4.00% \$		\$ \$34.10	to \$ 39.7
Level II: CAD / Technician	HOME	7/1/2019	6/30/2020					1						\$0.00	\$0.00	\$0.00										\$89.80	\$103.55	\$117.30	4.00%		\$ 25.01	
		7/1/2020	6/30/2021											\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$92.50	\$106.66	\$120.82	3.00%		\$ 25.76	
		7/1/2021 7/1/2022	6/30/2022 6/30/2023											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$95.27 \$98.13	\$109.86 \$113.15	\$124.45 \$128.18	3.00% \$		\$ 26.53 \$ 27.33	
Non-Prevailing Wage Work		7/1/2022	6/30/2023											\$0.00	\$0.00	\$0.00										\$102.05	\$117.68	\$120.10	4.00%		\$ 28.42	
Non-Exempt		7/1/2024	6/30/2025											\$0.00	\$0.00	\$0.00										\$106.14	\$122.39	\$138.64	4.00%	32.50	\$ 29.56	to \$ 35.4
Level I: CAD / Technician	HOME	7/1/2019	6/30/2020											\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NI/A	\$73.47	\$84.72	\$95.97	3,000/		\$20.01	
		7/1/2020 7/1/2021	6/30/2021 6/30/2022											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$75.68 \$77.95	\$87.27 \$89.88	\$98.85 \$101.82	3.00% \$	23.16	\$ 20.61	to \$ 25.7
		7/1/2022	6/30/2023											\$0.00	\$0.00	\$0.00										\$80.29	\$92.58	\$104.87	3.00%	24.59	\$21.87	to \$ 27.3
Non-Prevailing Wage Work		7/1/2023 7/1/2024	6/30/2024											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$83.50 \$86.84	\$96.28 \$100.14	\$109.07 \$113.43	4.00% 4.00%	25.57		to \$ 28.4
Non-Exempt Level III: Administrative Support	HOME	7/1/2024	6/30/2025 6/30/2020					-						\$0.00	\$0.00	\$0.00										\$89.80	\$100.14	\$117.30	4.00%	26.59 27.50	\$25.00	to \$ 29.5
		7/1/2020	6/30/2021											\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$92.50	\$106.66	\$120.82	3.00%	28.33	\$ 25.76	to \$ 30.9
		7/1/2021	6/30/2022											\$0.00	\$0.00	\$0.00										\$95.27	\$109.86	\$124.45	3.00%	29.17		to \$ 31.8
Non-Prevailing Wage Work		7/1/2022 7/1/2023	6/30/2023 6/30/2024											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$98.13 \$102.05	\$113.15 \$117.68	\$128.18 \$133.31	3.00% 4.00%	30.05 31.25		to \$ 32.7 to \$ 34.0
Non-Exempt		7/1/2024	6/30/2025											\$0.00	\$0.00	\$0.00										\$106.14	\$122.39	\$138.64	4.00%		\$ 29.56	
Level II: Administrative Support	HOME	7/1/2019	6/30/2020											\$0.00	\$0.00	\$0.00	21/2									\$73.47	\$84.72	\$95.97	9 000		\$ 20.01	
		7/1/2020 7/1/2021	6/30/2021 6/30/2022											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$75.68 \$77.95	\$87.27 \$89.88	\$98.85 \$101.82	3.00% 3.00%		\$ 20.61	
		7/1/2022	6/30/2023											\$0.00	\$0.00	\$0.00										\$80.29	\$92.58	\$104.87	3.00%		\$21.87	
Non-Prevailing Wage Work		7/1/2023	6/30/2024											\$0.00	\$0.00	\$0.00										\$83.50	\$96.28	\$109.07	4.00%		\$22.74	
Non-Exempt Level I: Administrative Support	HOME	7/1/2024 7/1/2019	6/30/2025 6/30/2020					_			_			\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$86.84 \$57.15	\$100.14 \$65.90	\$113.43 \$74.65	4.00%		\$23.65	
2010 II Administrative Support		7/1/2020	6/30/2021											\$0.00	\$0.00	\$0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$58.86	\$67.87	\$76.89	3.00%	18.03		to \$ 20.6
		7/1/2021	6/30/2022											\$0.00	\$0.00	\$0.00										\$60.63	\$69.91	\$79.19	3.00%	18.57		to \$ 21.2
Non-Prevailing Wage Work		7/1/2022 7/1/2023	6/30/2023 6/30/2024											\$0.00 \$0.00	\$0.00 \$0.00	\$0.00 \$0.00										\$62.45 \$64.94	\$72.01 \$74.89	\$81.57 \$84.83	3.00% 4.00%	19.12 19.89	\$ 16.39	to \$ 21.8 to \$ 22.7
Non-Exempt		7/1/2024	6/30/2025											\$0.00	\$0.00	\$0.00										\$67.54	\$77.88	\$88.22	4.00%	20.68		to \$ 23.6
Level III: Construction Inspector	FIELD	10/1/2019	6/30/2020	\$49.17 \$73.76 \$98.							\$11.34 \$71			(\$9.95)	(\$34.54)	(\$59.12)	(\$9.95)	(\$13.76)	(\$38.34)	\$0.00	(\$13.76)	(\$38.34)	()	20.78) (20.78)	\$205.88	\$230.47	\$255.05	9 000/		\$ 60.01	
		7/1/2020 7/1/2021	6/30/2021 6/30/2022	\$52.62 \$78.93 \$105 \$52.62 \$78.93 \$105							\$11.34 \$73 \$11.34 \$74			(\$11.60) (\$9.75)	(\$37.91) (\$36.06)	(\$64.22) (\$62.37)	(\$11.60) (\$9.75)	(\$17.13) (\$15.28)	(\$43.44) (\$41.59)	\$0.00 \$0.00		(+ :-: :) (\$20.78) \$20.78)	\$213.41 \$217.60	\$239.72 \$243.91	\$266.03 \$270.22	3.00% 3.00%	61.80 63.65		to \$ 72.1 to \$ 74.2
		7/1/2022	6/30/2023	\$52.62 \$78.93 \$105	24 \$32.12	\$84.74	111.05 \$137.3	6 \$65.56	\$65.56	\$65.56	\$11.34 \$76	.90 \$76.90	\$76.90	(\$7.84)	(\$34.15)	(\$60.46)	(\$7.84)	(\$13.37)	(\$39.68)	\$0.00					20.78)	\$221.93	\$248.24	\$274.55	3.00%	65.56	\$ 65.57	to \$ 76.4
Prevailing Wage Work		7/1/2023 7/1/2024	6/30/2024	\$52.62 \$78.93 \$105							\$11.34 \$79 \$11.34 \$82			(\$5.22) (\$2.49)	(\$31.53) (\$28.80)	(\$57.84)	(\$5.22) (\$2.49)	(\$10.75) (\$8.02)	(\$37.06) (\$34.33)	\$0.00	(\$10.75) (\$8.02)			20.78) (9	20.78)	\$227.86	\$254.17 \$260.36	\$280.48 \$286.67	4.00%			to \$ 79.5
Exempt Level II: Construction Inspector	FIELD	10/1/2024	6/30/2025 6/30/2020	\$52.62 \$78.93 \$105 \$49.17 \$73.76 \$98.			105.88 \$130.4			\$50.00				(\$2.49)	(\$28.80)	(\$55.11)	(\$2.49)	(\$8.02)	(\$34.33)	\$0.00 \$0.00	(\$23.76)	(\$34.33) ((\$48.34) ((\$2.49) (\$3 \$19.95) (\$3	20.78) (3	\$20.78)	\$234.05 \$183.23	\$260.36	\$286.67 \$232.40	4.00%		\$ 70.93 \$ 40.01	
		7/1/2020	6/30/2021	\$52.62 \$78.93 \$105			111.05 \$137.3			\$51.50		.84 \$62.84		(\$21.90)	(\$48.21)	(\$74.52)	(\$21.90)	(\$27.43)	(\$53.74)	(\$1.12)	(\$27.43)	(\$53.74)	\$20.78) (\$	20.78) (\$20.78)	\$190.08	\$216.39	\$242.70	3.00%	51.50	\$41.21	to \$ 61.8
		7/1/2021	6/30/2022	\$52.62 \$78.93 \$105							\$11.34 \$64			(\$20.35)	(\$46.66)	(\$72.97)	(\$20.35)	(\$25.88)	(\$52.19)	\$0.00					20.78)	\$193.59	\$219.90	\$246.21	3.00%		\$ 42.45	
Prevailing Wage Work		7/1/2022 7/1/2023	6/30/2023 6/30/2024	\$52.62 \$78.93 \$105 \$52.62 \$78.93 \$105							\$11.34 \$65 \$11.34 \$68			(\$18.76)	(\$45.07) (\$42.88)	(\$71.38) (\$69.19)	(\$18.76) (\$16.57)	(\$24.29) (\$22.10)	(\$50.60) (\$48.41)	\$0.00 \$0.00					\$20.78) \$20.78)	\$197.19 \$202.15	\$223.50 \$228.46	\$249.81 \$254.77	3.00% 4.00%	54.64 56.83		to \$ 65.5 to \$ 68.1
Exempt		7/1/2024	6/30/2025	\$52.62 \$78.93 \$105							\$11.34 \$70			(\$14.30)	(\$40.61)	(\$66.92)	(\$14.30)	(\$19.83)	(\$46.14)	\$0.00	(\$19.83)	(\$46.14)	\$14.30) (\$		20.78)	\$207.29	\$233.60	\$259.91	4.00%		\$47.29	
Level I: Construction Inspector	FIELD	10/1/2019	6/30/2020	\$49.17 \$73.76 \$98.			105.88 \$130.4				\$11.34 \$41			(\$39.95)	(\$49.54)	(\$59.12)	(\$39.95)	(\$28.76)	(\$38.34)	(\$19.17)	(\$28.76)	(\$38.34)	\$20.78) (\$	20.78) (20.78)	\$137.92	\$162.50	\$187.09			\$ 20.00	
		7/1/2020 7/1/2021	6/30/2021 6/30/2022	\$52.62 \$78.93 \$105 \$52.62 \$78.93 \$105			111.05 \$137.3 111.05 \$137.3			\$61.80 \$63.66		.24 \$57.69 .17 \$59.09		(\$42.50)	(\$53.36) (\$51.97)	(\$62.36)	(\$42.50) (\$41.57)	(\$32.58) (\$31.19)	(\$43.44) (\$41.58)	(\$21.72) (\$20.79)	(\$32.58) (\$31.19)				\$20.78) \$20.78)	\$143.41 \$145.51	\$169.72 \$171.82	\$196.03 \$198.13	3.00% \$	30.90	\$ 20.60	to \$ 41.2
· '		7/1/2022	6/30/2023	\$52.62 \$78.93 \$105	24 \$32.12	\$84.74	111.05 \$137.3	6 \$32.78	\$49.17	\$65.56		.12 \$60.51	\$76.90	(\$40.62)	(\$50.54)	(\$60.46)	(\$40.62)	(\$29.76)	(\$39.68)	(\$19.84)	(\$29.76)				20.78)	\$147.66	\$173.97	\$200.28	3.00%	32.78	\$ 21.85	to \$ 43.7
·		7/1/2023	6/30/2024	\$52.62 \$78.93 \$105 \$52.62 \$78.93 \$105			111.05 \$137.3			\$68.18				(\$39.31)	(\$48.58) (\$46.54)	(\$57.84)	(\$39.31) (\$37.95)	(\$27.80)	(\$37.06) (\$34.34)	(\$18.53)	(\$27.80)	(\$37.06) (\$	\$20.78) (\$3	20.78) (\$20.78)	\$150.63	\$176.94	\$203.25	4.00%	34.09		to \$ 45.4
Prevailing Wage Work					24 \$32.12		111.05 \$137.3			\$70.90 S	\$11.34 \$46 \$11.34 \$71			(\$37.95)	(\$46.54)	(\$55.12)	(\$37.95)	(\$25.76)	(\$34.34)	\$0.00	(\$25.76)	(\$34.34) (\$ (\$36.06) (\$20.78) (\$. (\$7.74) (\$.	20.78) (3	\$20.78)	\$153.71 \$203.67	\$180.02 \$227.69	\$206.33 \$251.70	4.00%	35.45	\$ 23.64	to \$ 47.2
Prevailing Wage Work Non-Exempt Level III: Field Surveyor	FIELD	7/1/2024	6/30/2025 6/30/2020		06 \$31.05	S79.08 L9	103.10 \$127 1							(\$5.94)	(\$29.96)	(\$53.97)	(\$5.94)	(\$10.25)	(\$34.26)	\$0.00			(\$5.94) (\$	19.71) (\$19.71)							to \$ 70.0
Non-Exempt	FIELD		6/30/2025 6/30/2020 6/30/2021	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96.		\$79.08	103.10 \$127.1 103.10 \$127.1	1 \$61.80		\$61.80	\$11.34 \$73	.14 \$73.14	\$73.14	(40.04)				(\$8.40)	(\$32.41)	\$0.00	(60.40)			13.71)	,13.11)	\$207.75	\$231.77	\$255.78	3.00%	61.80		
Non-Exempt	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2021	6/30/2020 6/30/2021 6/30/2022	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96.	06 \$31.05 06 \$31.05	\$79.08 \$79.08	103.10 \$127.1 103.10 \$127.1	1 \$61.80 1 \$63.65	\$61.80 \$63.65	\$63.65	\$11.34 \$74	.99 \$74.99	\$74.99	(\$4.09)	(\$28.11)	(\$52.12)	(\$4.09)						(\$4.09) (\$	19.71) (19.71)	\$211.94	\$235.96	\$259.97	3.00%	63.65	\$ 63.66	to \$ 74.2
Non-Exempt Level III: Field Surveyor	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022	6/30/2020 6/30/2021 6/30/2022 6/30/2023	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96.	06 \$31.05 06 \$31.05 06 \$31.05	\$79.08 \$ \$79.08 \$ \$79.08 \$	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1	1 \$61.80 1 \$63.65 1 \$65.56	\$61.80 \$63.65 \$65.56	\$63.65 \$65.56	\$11.34 \$74 \$11.34 \$76	.99 \$74.99 .90 \$76.90	\$74.99 \$76.90	(\$4.09) (\$2.18)	(\$26.20)	(\$50.21)	(\$2.18)	(\$6.49)	(\$30.50)	\$0.00	(\$6.49)	(\$30.50)	(\$4.09) (\$ (\$2.18) (\$	19.71) (\$ 19.71) (\$	\$19.71) \$19.71)	\$211.94 \$216.27	\$235.96 \$240.28	\$259.97 \$264.30	3.00% 3.00%	63.65 65.56	\$ 63.66 \$ 65.57	to \$ 74.2 to \$ 76.4
Non-Exempt	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2021	6/30/2020 6/30/2021 6/30/2022	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05	\$79.08 \$79.08 \$79.08 \$79.08	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18	\$61.80 \$63.65 \$65.56 \$68.18	\$63.65 \$65.56 \$68.18	\$11.34 \$74 \$11.34 \$76 \$11.34 \$79	.99 \$74.99 .90 \$76.90 .52 \$79.52	\$74.99 \$76.90 \$79.52	(\$4.09)							(\$6.49) (\$3.86)	(\$30.50) (\$27.88)	(\$4.09) (\$ (\$2.18) (\$ \$0.00 (\$	19.71) (\$ 19.71) (\$ 19.71) (\$	19.71)	\$211.94	\$235.96	\$259.97	3.00%	63.65 65.56 68.18	\$ 63.66	to \$ 74.2 to \$ 76.4 to \$ 79.5
Non-Exempt Level III: Field Surveyor Prevailing Wage Work	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2019	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2020	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.04 \$67.41 \$89.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05	\$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$75.99	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$98.46 \$120.9	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18 1 \$70.91 3 \$50.00	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00	\$11.34 \$74 \$11.34 \$76 \$11.34 \$79 \$11.34 \$82 \$11.34 \$61	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .34 \$61.34	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65)	(\$26.20) (\$23.58) (\$20.85) (\$37.12)	(\$50.21) (\$47.59) (\$44.86) (\$59.59)	(\$2.18) \$0.00 \$0.00 (\$14.65)	(\$6.49) (\$3.86) (\$1.14) (\$17.41)	(\$30.50) (\$27.88) (\$25.15) (\$39.88)	\$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41)	(\$30.50) ((\$27.88) ((\$25.15) ((\$39.88) ((\$4.09) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$	19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87	3.00% 3.00% 4.00% 4.00%	63.65 65.56 68.18 70.91	\$ 63.66 \$ 65.57 \$ 68.20 \$ 70.93 0 \$ 40.01	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt		7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2019 7/1/2020	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2020 6/30/2021	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 38 \$31.05	\$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$98.46 \$120.9 \$98.46 \$120.9	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18 1 \$70.91 3 \$50.00 3 \$51.50	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50	\$11.34 \$74 \$11.34 \$76 \$11.34 \$79 \$11.34 \$82 \$11.34 \$61 \$11.34 \$62	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .34 \$61.34 .84 \$62.84	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$38.38)	(\$4.09) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$ \$13.15) (\$	19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27	3.00% 3.00% 4.00% 4.00% 3.00%	63.65 65.56 68.18 70.91 50.00	\$ 63.66 \$ 65.57 \$ 68.20 \$ 70.93 0 \$ 40.01 0 \$ 41.21	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 60.0 to \$ 61.8
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt Level II: Field Surveyor		7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2020 6/30/2021 6/30/2022 6/30/2023	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 38 \$31.05 38 \$31.05 38 \$31.05	\$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$75.99 \$75.99 \$75.99 \$75.99	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18 1 \$70.91 3 \$50.00 3 \$51.50 3 \$53.05 3 \$54.64	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64	\$11.34 \$74 \$11.34 \$76 \$11.34 \$76 \$11.34 \$82 \$11.34 \$61 \$11.34 \$62 \$11.34 \$64 \$11.34 \$64	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .34 \$61.34 .84 \$62.84 .39 \$64.39 .98 \$65.98	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84 \$64.39 \$65.98	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15) (\$11.60) (\$10.01)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62) (\$34.07) (\$32.48)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09) (\$56.54) (\$54.95)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15) (\$11.60) (\$10.01)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$36.83) (\$35.24)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77)	(\$30.50) ((\$27.88) (\$25.15) (\$39.88) (\$(\$38.38) (\$(\$36.83) (\$(\$35.24) (\$	(\$4.09) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$ \$11.60) (\$ \$11.60) (\$ \$10.01) (\$	19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33 \$184.84 \$188.44	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80 \$207.31 \$210.91	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27 \$229.78 \$233.38	3.00% 3.00% 4.00% 4.00% 3.00% 3.00% 3.00%	63.65 65.56 68.18 70.91 50.00 51.50 53.05	6 \$63.66 6 \$65.57 8 \$68.20 1 \$70.93 0 \$40.01 0 \$41.21 5 \$42.45 4 \$43.72	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 60.0 to \$ 61.8 to \$ 63.6 to \$ 65.5
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt Level II: Field Surveyor Prevailing Wage Work		7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2020 7/1/2020 7/1/2021 7/1/2022 7/1/2023	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2020 6/30/2021 6/30/2022 6/30/2022 6/30/2023 6/30/2023	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05	\$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99	1103.10 \$127.1 1103.10 \$127.1 1103.10 \$127.1 1103.10 \$127.1 1103.10 \$127.1 103.10 \$127.1 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18 1 \$70.91 3 \$50.00 3 \$51.50 3 \$53.05 3 \$54.64 3 \$56.83	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83	\$63.65 \$ \$65.56 \$ \$68.18 \$ \$70.91 \$ \$50.00 \$ \$51.50 \$ \$53.05 \$ \$54.64 \$ \$56.83 \$	\$11.34 \$74 \$11.34 \$76 \$11.34 \$79 \$11.34 \$82 \$11.34 \$61 \$11.34 \$62 \$11.34 \$64 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .34 \$61.34 .84 \$62.84 .39 \$64.39 .98 \$65.98 .17 \$68.17	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84 \$64.39 \$65.98 \$68.17	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15) (\$11.60)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62) (\$34.07) (\$32.48) (\$30.29)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09) (\$56.54)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15) (\$11.60) (\$10.01) (\$7.82)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$36.83) (\$35.24) (\$33.05)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58)	(\$30.50) ((\$27.88) (\$25.15) (\$39.88) (\$(\$38.38) (\$(\$36.83) (\$(\$35.24) (\$(\$33.05) ((\$4.09) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$ \$11.60) (\$ \$11.60) (\$ \$10.01) (\$ (\$7.82) (\$	19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33 \$184.84 \$188.44 \$193.40	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80 \$207.31 \$210.91 \$215.87	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27 \$229.78 \$233.38 \$238.34	3.00% \$ 3.00% \$ 4.00% \$ 4.00% \$ 3.00% \$ 3.00% \$ 3.00% \$ 4.00% \$	63.65 65.56 68.18 70.91 50.00 51.50 53.05 54.64	6 \$63.66 6 \$65.57 8 \$68.20 8 70.93 0 \$40.01 0 \$41.21 5 \$42.45 4 \$43.72 8 \$45.47	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 60.0 to \$ 61.8 to \$ 63.6 to \$ 65.5 to \$ 68.1
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt Level II: Field Surveyor Prevailing Wage Work Exempt	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2021 7/1/2023 7/1/2024 7/1/2019 7/1/2019 7/1/2020 7/1/2023 7/1/2023 7/1/2023	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2020 6/30/2022 6/30/2023 6/30/2023 6/30/2024 6/30/2024	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05 08 \$31.05	\$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18 1 \$70.91 3 \$50.00 3 \$51.50 3 \$53.05 3 \$54.64 3 \$56.83 3 \$59.10	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10	\$11.34 \$74 \$11.34 \$76 \$11.34 \$75 \$11.34 \$82 \$11.34 \$61 \$11.34 \$62 \$11.34 \$62 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .34 \$61.34 .84 \$62.84 .39 \$64.39 .98 \$65.98 .17 \$68.17 .44 \$70.44	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84 \$64.39 \$65.98 \$68.17 \$70.44	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15) (\$11.60) (\$10.01)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62) (\$34.07) (\$32.48) (\$30.29) (\$28.02)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09) (\$56.54) (\$54.95)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15) (\$11.60) (\$10.01) (\$7.82) (\$5.55)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58) (\$8.31)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$36.83) (\$35.24)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58)	(\$30.50) ((\$27.88) (\$25.15) (\$39.88) (\$(\$38.38) (\$(\$36.83) (\$(\$35.24) (\$(\$33.05) ((\$4.09) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$ \$11.60) (\$ \$11.60) (\$ \$10.01) (\$ (\$7.82) (\$	19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33 \$184.84 \$188.44 \$193.40 \$198.54	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80 \$207.31 \$210.91 \$215.87 \$221.01	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27 \$229.78 \$233.38 \$238.34 \$243.48	3.00% 3.00% 4.00% 4.00% 3.00% 3.00% 3.00%	63.65 65.56 68.18 70.91 50.00 51.50 53.05 54.64 56.83	5 \$63.66 6 \$65.57 8 \$68.20 1 \$70.93 0 \$40.01 0 \$41.21 5 \$42.45 4 \$43.72 8 \$45.47 0 \$47.29	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 60.0 to \$ 61.8 to \$ 63.6 to \$ 65.5 to \$ 68.1
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt Level II: Field Surveyor Prevailing Wage Work		7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2023 7/1/2024 7/1/2020 7/1/2020 7/1/2021 7/1/2022 7/1/2023	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2025 6/30/2020 6/30/2021 6/30/2022 6/30/2022 6/30/2023 6/30/2023	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89. \$44.94 \$67.41 \$89.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 08 \$31.05	\$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99 \$73.11 \$73.11	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9	1 \$61.80 1 \$63.65 1 \$65.56 1 \$65.56 1 \$70.91 3 \$50.00 3 \$51.50 3 \$53.05 3 \$54.64 3 \$56.83 3 \$59.10 7 \$30.00 7 \$30.00	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10 \$45.00 \$46.35	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$568.3 \$59.10 \$60.00 \$61.80	\$11.34 \$74 \$11.34 \$76 \$11.34 \$76 \$11.34 \$75 \$11.34 \$82 \$11.34 \$61 \$11.34 \$62 \$11.34 \$62 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65 \$11.34 \$65	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .84 \$61.34 .84 \$62.84 .39 \$64.39 .98 \$65.98 .17 \$68.17 .44 \$70.44 .44 \$70.44 .24 \$57.69	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84 \$64.39 \$65.98 \$68.17 \$70.44 \$71.34	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15) (\$11.60) (\$10.01)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62) (\$34.07) (\$32.48) (\$30.29) (\$28.02) (\$37.80) (\$36.45)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09) (\$56.54) (\$54.95)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15) (\$11.60) (\$10.01) (\$7.82) (\$5.55) (\$31.77) (\$30.87)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$36.83) (\$35.24) (\$33.05) (\$30.78) (\$24.12) (\$22.32)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58) (\$8.31) (\$18.09) (\$16.74)	(\$30.50) ((\$27.88) (\$25.15) (\$39.88) (\$ (\$38.38) (\$ (\$36.83) (\$ (\$33.05) (\$ (\$30.78) (\$ (\$24.12) (\$	(\$2.18) (\$ (\$2.18) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$ \$113.15) (\$ \$111.60) (\$ \$110.01) (\$ (\$7.82) (\$ (\$5.55) (\$ \$19.71) (\$	19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$ 19.71) (\$	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33 \$184.84 \$188.44 \$193.40	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80 \$207.31 \$210.91 \$215.87	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27 \$229.78 \$233.38 \$238.34 \$243.48 \$171.80	3.00% \$ 3.00% \$ 4.00% \$ 3.00% \$ 3.00% \$ 3.00% \$ 4.00% \$ 4.00% \$ 4.00% \$ 3.00%	63.65 65.56 68.16 70.91 6 50.00 51.50 53.05 6 54.64 56.83 59.10 6 30.00	5 \$63.66 6 \$65.57 8 \$68.20 1 \$70.93 0 \$41.21 5 \$42.45 4 \$43.72 3 \$45.47 9 \$47.29 0 \$20.00 1 \$20.00	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 60.0 to \$ 61.8 to \$ 65.6 to \$ 65.1 to \$ 70.9 to \$ 40.0 to \$ 41.2
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt Level II: Field Surveyor Prevailing Wage Work Exempt	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2020 7/1/2021 7/1/2023 7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2023 7/1/2024 7/1/2019 7/1/2024 7/1/2019 7/1/2020 7/1/2020	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2024 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020 6/30/2020	\$48.03 \$72.05 \$56. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$74.1 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.01 \$96.00	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 08 \$31.05 09 \$31.05 09 \$31.05 00 \$31.05	\$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$79.08 \$75.99 \$75.99 \$75.99 \$75.99 \$75.99 \$75.91 \$73.11 \$73.11 \$73.11	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$1	1 \$61.80 1 \$63.65 1 \$65.56 1 \$65.56 1 \$70.91 3 \$50.00 3 \$51.50 3 \$53.05 3 \$54.64 3 \$56.83 3 \$59.10 7 \$30.90 7 \$30.90 7 \$31.83	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10 \$46.35 \$47.75	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10 \$60.00 \$61.80 \$63.66 \$63.66	\$11.34 \$74 \$11.34 \$76 \$11.34 \$75 \$11.34 \$75 \$11.34 \$82 \$11.34 \$62 \$11.34 \$62 \$11.34 \$65 \$11.34 \$65 \$11.35	.99 \$74.99 .90 \$76.90 .52 \$79.52 .25 \$82.25 .84 \$61.34 .84 \$62.84 .39 \$64.39 .98 \$65.98 .17 \$68.17 .44 \$70.44 .34 \$56.34 .35 \$6.34	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84 \$64.39 \$65.98 \$68.17 \$70.44 \$71.34 \$73.14	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15) (\$10.01) (\$7.82) (\$5.55) (\$31.77) (\$30.87) (\$29.94)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62) (\$34.07) (\$32.48) (\$30.29) (\$28.02) (\$37.80) (\$36.45) (\$35.06)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09) (\$56.54) (\$52.76) (\$52.76) (\$50.49) (\$43.83) (\$42.03) (\$40.17)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15) (\$11.60) (\$10.01) (\$7.82) (\$5.55) (\$31.77) (\$30.87) (\$29.94)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58) (\$8.31) (\$18.09) (\$16.74) (\$15.35)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$35.24) (\$33.05) (\$30.78) (\$24.12) (\$22.32) (\$20.46)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$12.06) \$11.16 \$10.23	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58) (\$8.31) (\$18.09) (\$16.74) (\$15.35)	(\$30.50) ((\$27.88) (\$25.15) (\$39.88) (\$(\$38.38) (\$(\$35.24) (\$(\$33.05) (\$530.78) (\$(\$24.12) (\$(\$22.32) (\$(\$20.46) (\$(\$20.46) (\$(\$27.88) (\$(\$30.7	(\$4.09) (\$ (\$2.18) (\$ (\$2.18) (\$ \$0.00 (\$ \$0.00 (\$ \$14.65) (\$ \$11.60) (\$ \$11.60) (\$ \$11.60) (\$ \$10.01) (\$ (\$7.82) (\$ (\$5.55) (\$ \$19.71) (\$ \$19.71) (\$ \$19.71) (\$	19.71) (3 19.71) (3 19.71) (5 19.71) (6 19.71) (6 19.71) (7 19.71) (7 19.71) (7 19.71) (8 19.71) (8 19.71) (9 19.71)	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33 \$184.84 \$193.40 \$198.54 \$129.74 \$131.78 \$133.88	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80 \$207.31 \$210.91 \$215.87 \$221.01 \$150.77 \$152.81 \$154.91	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27 \$229.78 \$233.38 \$238.34 \$243.48 \$171.80 \$173.84	3.00% \$ 3.00% \$ 4.00% \$ 3.00%	63.65 65.56 68.18 70.91 6 50.00 6 51.50 6 54.64 6 56.83 6 59.10 6 30.90 6 31.83	5 \$63.66 6 \$65.57 8 \$68.20 8 70.93 9 \$40.01 9 \$41.21 5 \$42.45 4 \$43.72 8 \$45.47 9 \$47.29 9 \$20.00 9 \$20.60 8 \$21.22	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 61.8 to \$ 63.6 to \$ 65.5 to \$ 68.1 to \$ 70.9 to \$ 41.2 to \$ 42.4
Non-Exempt Level III: Field Surveyor Prevailing Wage Work Exempt Level II: Field Surveyor Prevailing Wage Work Exempt	FIELD	7/1/2024 7/1/2019 7/1/2020 7/1/2021 7/1/2022 7/1/2024 7/1/2024 7/1/2024 7/1/2020 7/1/2021 7/1/2021 7/1/2022 7/1/2023 7/1/2029 7/1/2019 7/1/2019 7/1/2019 7/1/2029 7/1/2029 7/1/2029	6/30/2020 6/30/2021 6/30/2022 6/30/2023 6/30/2025 6/30/2020 6/30/2020 6/30/2022 6/30/2023 6/30/2024 6/30/2024 6/30/2026 6/30/2020 6/30/2020	\$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$48.03 \$72.05 \$96. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.94 \$67.41 \$99. \$44.96 \$63.09 \$94. \$42.06 \$63.09 \$94.	06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 06 \$31.05 08 \$31.05 09 \$31.05 09 \$31.05 00 \$31.05	\$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$79.08 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$75.99 \$ \$73.11 \$ \$73.11 \$ \$73.11 \$ \$73.11	103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 103.10 \$127.1 \$198.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.46 \$120.9 \$98.414 \$115.1 \$94.14 \$115.1	1 \$61.80 1 \$63.65 1 \$65.56 1 \$68.18 1 \$70.91 3 \$50.00 3 \$51.50 3 \$54.64 3 \$56.83 3 \$59.10 7 \$30.00 7 \$30.90 7 \$31.83 7 \$32.78	\$61.80 \$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10 \$45.00 \$46.35 \$47.75 \$49.17	\$63.65 \$65.56 \$68.18 \$70.91 \$50.00 \$51.50 \$53.05 \$54.64 \$56.83 \$59.10 \$60.00 \$61.80 \$63.66 \$65.56	\$11.34 \$74 \$11.34 \$76 \$11.34 \$76 \$11.34 \$76 \$11.34 \$62 \$11.34 \$62 \$11.34 \$62 \$11.34 \$66 \$11.34	.99 \$74.99 .90 \$76.90 .52 \$79.52 .534 \$61.34 .84 \$62.84 .39 \$64.39 .98 \$65.98 .17 \$68.17 .44 \$70.44 .34 \$56.34 .24 \$57.69 .17 \$60.51	\$74.99 \$76.90 \$79.52 \$82.25 \$61.34 \$62.84 \$64.39 \$65.98 \$68.17 \$70.44 \$71.34 \$73.14 \$75.00 \$76.90	(\$4.09) (\$2.18) \$0.44 \$3.17 (\$14.65) (\$13.15) (\$11.60) (\$10.01) (\$7.82) (\$5.55) (\$31.77) (\$30.87)	(\$26.20) (\$23.58) (\$20.85) (\$37.12) (\$35.62) (\$34.07) (\$32.48) (\$30.29) (\$28.02) (\$37.80) (\$36.45)	(\$50.21) (\$47.59) (\$44.86) (\$59.59) (\$58.09) (\$56.54) (\$54.95) (\$52.76) (\$50.49) (\$43.83) (\$42.03)	(\$2.18) \$0.00 \$0.00 (\$14.65) (\$13.15) (\$11.60) (\$10.01) (\$7.82) (\$5.55) (\$31.77) (\$30.87)	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58) (\$8.31) (\$18.09) (\$16.74)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$38.38) (\$36.83) (\$35.24) (\$33.05) (\$30.78) (\$24.12) (\$22.32)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$6.49) (\$3.86) (\$1.14) (\$17.41) (\$15.91) (\$14.36) (\$12.77) (\$10.58) (\$8.31) (\$18.09) (\$16.74) (\$15.35) (\$13.92)	(\$30.50) (\$27.88) (\$25.15) (\$39.88) (\$(\$38.38) (\$(\$36.83) (\$(\$33.05) (\$24.12) (\$(\$24.12) (\$(\$22.32) (\$(\$22.36) (\$(\$18.56)	(\$4.09) (\$ (\$2.18) (\$ (\$2.18) (\$ (\$2.18) (\$ (\$2.18) (\$ (\$2.18) (\$ (\$3.00) (\$ (\$3.15) (\$ (\$3.15) (\$ (\$3.15) (\$ (\$3.15) (\$ (\$5.55) (\$	19.71) ((19.71)	\$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71) \$19.71)	\$211.94 \$216.27 \$222.64 \$231.56 \$177.93 \$181.33 \$184.84 \$188.44 \$193.40 \$198.54 \$129.74 \$131.78	\$235.96 \$240.28 \$246.22 \$252.40 \$200.40 \$203.80 \$207.31 \$210.91 \$215.87 \$221.01 \$150.77 \$152.81	\$259.97 \$264.30 \$270.23 \$276.42 \$222.87 \$226.27 \$229.78 \$233.38 \$238.34 \$243.48 \$171.80	3.00% \$ 3.00% \$ 4.00% \$ 3.00% \$ 3.00% \$ 3.00% \$ 4.00% \$ 4.00% \$ 4.00% \$ 3.00%	63.65 65.56 68.18 6 70.91 6 50.00 6 51.50 6 53.05 6 54.64 6 56.83 6 59.10 6 30.00 6 31.83	5 \$63.66 6 \$65.57 8 \$68.20 1 \$70.93 0 \$40.01 1 \$41.21 5 \$42.45 4 \$43.72 3 \$45.47 9 \$47.29 0 \$20.00 1 \$20.00	to \$ 74.2 to \$ 76.4 to \$ 79.5 to \$ 82.7 to \$ 61.8 to \$ 63.6 to \$ 65.5 to \$ 68.1 to \$ 70.9 to \$ 41.2 to \$ 42.4 to \$ 43.7

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

CONTRACT TYPE: Specific Rates of Compenstation CONSULTANT: GHD Inc. PRIME X SUB

PROJECT NO.: DPW2019-001 CONTRACT NO.: N/A DATE: 12/23/19

Consultant's Participation Amount: \$2,850,500

SCHEDULE OF OTHER DIRECT COST ITEMS

		GHD Inc.		
DESCRIPTION OF ITEMS	QUANTITY	UNIT	UNIT COST	TOTAL
GPS	20	day	\$ 100.	00 \$2,000
Laboratory Testing			at cost	
Records Search Fees			at cost	
Permit Fees	5		at cost	\$7,500
Mileage	1128	mile	\$ 0.5	45 \$615
Tolls			at cost	
Parking			at cost	
Rental Vehicle and Gas			at cost	
Lodging	10		at cost	\$1,000
Per Diem	20	day	\$ 120.	00 \$2,400
Related Incidentals			at cost	
Plan Sheets (internal)	500	sheet	\$ 1.:	50 \$750
Plan Sheets (external)			at cost	
				\$14,265

- Important Notes:

 1. "N/C" denotes No Charge

 2. Pre-approved travel and Per Diem

 3. Actual costs are based on prices from
- appropriate vendors and should be
 4. Parking, tolls and local transportation
- Parking, toils and local transportation
 Other Direct Cost (ODC) items
 claimed shall be in compliance with 48
 Proposed items shall be consistently
 Items when incurred for the same
 For those items listed here as "tools

Local Assistance Procedure Manual

Cost Proposal

EXHIBIT 10-H2 COST PROPOSAL SPECIFIC RATE OF COMPENSATION

Note: Mark-ups are Not Allowed

	Consultant Biggs Cardosa	Associates	☐ Prime Con	nsultant X Sub	oconsultant		Date 12/23	/2019
	Project No. DPW2019-001	<u>l</u>	Contract No		Participation Amount	\$	300,000.00	
0.00%		168.13%		0.00%			168.13%	
Fringe Benefit %	+	Overhead %	+	General Administrati	on % =	Comb	ined Indirect Cost Rate	(ICR) %

BILLING INFORMATION

FEE % = 10%CALCULATION INFORMATION

N	Hour	rly Billing Rate	es ²	Effective date	e of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for
Name/Job Title/Classification ¹	Straight	OT(2v)	(1.5x)	From	To	hourly rate ⁴		classifications only
Mahvash Harms - Principal	\$316.50	N/A	N/A	10/1/2019	9/30/2020	\$107.31		
	\$332.33	N/A	N/A	10/1/2020	9/30/2021	\$112.68	5.00%	Not Applicable
	\$348.94	N/A	N/A	10/1/2021	9/30/2022	\$118.31	5.00%	Not Applicable
	\$366.39	N/A	N/A	10/1/2022	9/30/2023	\$124.22	5.00%	
Anthony Richardson - Project Manager	\$205.90	N/A	N/A	10/1/2019	9/30/2020	\$69.81		
Engineering Manager	\$216.19	N/A	N/A	10/1/2020	9/30/2021	\$73.30	5.00%	Not Applicable
	\$227.00	N/A	N/A	10/1/2021	9/30/2022	\$76.96	5.00%	Not Applicable
	\$238.35	N/A	N/A	10/1/2022	9/30/2023	\$80.81	5.00%	
Ron Oen - QC/QA Manager	\$246.74	N/A	N/A	10/1/2019	9/30/2020	\$83.66		
Associate	\$259.07	N/A	N/A	10/1/2020	9/30/2021	\$87.84	5.00%	Not Applicable
	\$272.03	N/A	N/A	10/1/2021	9/30/2022	\$92.23	5.00%	Not Applicable
	\$285.63	N/A	N/A	10/1/2022	9/30/2023	\$96.84	5.00%	
Principal III	\$343.73	N/A	N/A	10/1/2019	9/30/2020	\$116.54		\$110.00 to \$120.00
	\$360.92	N/A	N/A	10/1/2020	9/30/2021	\$122.37	5.00%	\$115.50 to \$126.00
	\$378.96	N/A	N/A	10/1/2021	9/30/2022	\$128.49	5.00%	\$121.28 to \$132.30
	\$397.91	N/A	N/A	10/1/2022	9/30/2023	\$134.91	5.00%	\$127.34 to \$138.92
Principal II	\$306.93	N/A	N/A	10/1/2019	9/30/2020	\$104.06		\$95.00 to \$108.00
	\$322.28	N/A	N/A	10/1/2020	9/30/2021	\$109.27	5.00%	\$99.75 to \$113.40
	\$338.39	N/A	N/A	10/1/2021	9/30/2022	\$114.73	5.00%	\$104.74 to \$119.07
	\$355.31	N/A	N/A	10/1/2022	9/30/2023	\$120.47	5.00%	\$109.97 to \$125.02
Principal I	\$257.80	N/A	N/A	10/1/2019	9/30/2020	\$87.41		\$83.00 to \$105.00
	\$270.69	N/A	N/A	10/1/2020	9/30/2021	\$91.78	5.00%	\$87.15 to \$110.25 Page 1 of 4

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Associate \$224.19 N.A N.A 101/2019 9/30/2020 \$76.01 \$60.00 to \$101.00 \$235.40 N.A N.A 101/2020 9/30/2021 \$79.81 5.00% \$66.00 to \$101.00 \$247.17 N.A N.A 101/2021 9/30/2022 \$83.80 5.00% \$66.15 to \$111.35 \$247.17 N.A N.A 101/2021 9/30/2023 \$87.99 5.00% \$66.15 to \$111.35 \$259.53 N.A N.A 101/2021 9/30/2023 \$87.99 5.00% \$69.46 to \$116.92 \$188.80 \$199.67 N.A N.A 101/2021 9/30/2023 \$87.90 5.00% \$99.85 to \$71.69 \$247.57 N.A N.A 101/2020 9/30/2021 \$67.02 5.00% \$99.85 to \$72.45 \$207.56 N.A N.A 101/2020 9/30/2021 \$67.02 5.00% \$99.85 to \$72.45 \$207.56 N.A N.A 101/2020 9/30/2021 \$67.02 5.00% \$99.85 to \$72.45 \$207.56 N.A N.A 101/2020 9/30/2023 \$73.89 5.00% \$89.85 to \$72.45 \$207.56 N.A N.A 101/2021 9/30/2023 \$73.89 5.00% \$865.98 to \$79.88 \$24.00 to \$63.00 to \$170.42 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$859.85 to \$79.88 \$24.00 to \$63.00 to \$170.42 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$859.85 to \$63.00 \$178.94 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$63.70 5.00% \$99.84 to \$69.46 \$197.29 N.A N.A 101/2021 9/30/2022 \$43.73 5.00% \$47.25 to \$67.75 \$158.94 N.A N.A 101/2020 9/30/2021 \$31.32 5.00% \$47.25 to \$67.75 \$158.94 N.A N.A 101/2020 9/30/2021 \$31.32 5.00% \$47.25 to \$67.75 \$158.94 N.A N.A 101/2020 9/30/2021 \$31.32 5.00% \$47.25 to \$67.75 \$158.94 N.A N.A 101/2020 9/30/2021 \$34.84 5.00% \$34.51 to \$60.45 \$10.00 \$1		\$284.22	N/A	N/A	10/1/2021	9/30/2022	\$96.36	5.00%	\$91.51	to	\$115.76
\$225.40		\$298.43	N/A	N/A	10/1/2022	9/30/2023	\$101.18	5.00%	\$96.08	to	\$121.55
S247.17	Associate	\$224.19	N/A	N/A	10/1/2019	9/30/2020	\$76.01		\$60.00	to	\$101.00
Engineering Manager \$188.26 N/A		\$235.40	N/A	N/A	10/1/2020	9/30/2021	\$79.81	5.00%	\$63.00	to	\$106.05
Engimeering Manager \$188.26 N/A N/A 101/12019 93/02020 \$63.83 \$57.00 10 \$69.00 \$197.67 N/A N/A 101/12019 93/02021 \$67.02 \$5.00% \$59.85 to \$72.45 \$207.56 N/A N/A 101/12012 93/02022 \$70.37 \$5.00% \$65.84 to \$76.07 \$217.94 N/A N/A 101/12012 93/02023 \$73.89 \$5.00% \$65.98 to \$79.48 \$5.17.94 N/A N/A 101/12012 93/02023 \$73.89 \$5.00% \$65.98 to \$79.48 \$187.89 N/A N/A 101/12012 93/02021 \$60.67 \$5.00% \$55.97 to \$63.00 \$197.29 N/A N/A 101/12012 93/02022 \$63.70 \$5.00% \$55.57 to \$64.00 \$197.29 N/A N/A 101/12012 93/02022 \$63.70 \$5.00% \$55.50 to \$66.15 \$197.29 N/A N/A 101/12019 93/02020 \$48.88 \$43.00 to \$572.93 \$158.94 N/A N/A 101/12019 93/02020 \$48.88 \$43.00 to \$55.00% \$151.37 N/A N/A 101/12019 93/02021 \$51.32 \$5.00% \$49.61 to \$60.64 \$166.89 N/A N/A 101/12021 93/02022 \$33.89 5.00% \$49.61 to \$60.64 \$166.89 N/A N/A 101/12012 93/02022 \$35.88 5.00% \$49.61 to \$60.64 \$140.77 N/A N/A 101/12012 93/02021 \$54.54 5.00% \$49.61 to \$64.00 \$131.407 N/A N/A 101/12012 93/02021 \$45.54 5.00% \$45.00 \$63.70 \$147.81 N/A N/A 101/12012 93/02022 \$47.73 5.00% \$45.00 \$64.00 \$140.77 N/A N/A 101/12012 93/02022 \$47.73 5.00% \$45.01 \$64.00 \$140.77 N/A N/A 101/12012 93/02022 \$44.87 5.00% \$45.01 \$64.00 \$140.77 N/A N/A 101/12012 93/02022 \$44.87 5.00% \$45.01 \$64.00 \$140.77 N/A N/A 101/12012 93/02022 \$44.87 5.00% \$45.00 \$64.00 \$140.77 N/A N/A 101/12012 93/02022 \$44.87 5.00% \$45.20 \$64.00 \$140.77 N/A N/A 101/12012 93/02022 \$44.87 5.00% \$45.20 \$64.00 \$140.78 \$40.00		\$247.17	N/A	N/A	10/1/2021	9/30/2022	\$83.80	5.00%	\$66.15	to	\$111.35
S197,67		\$259.53	N/A	N/A	10/1/2022	9/30/2023	\$87.99	5.00%	\$69.46	to	\$116.92
S207.56	Engineering Manager	\$188.26	N/A	N/A	10/1/2019	9/30/2020	\$63.83		\$57.00	to	\$69.00
S217.94 N/A		\$197.67	N/A	N/A	10/1/2020	9/30/2021	\$67.02	5.00%	\$59.85	to	\$72.45
Senior Engineer		\$207.56	N/A	N/A	10/1/2021	9/30/2022	\$70.37	5.00%	\$62.84	to	\$76.07
\$178.94		\$217.94	N/A	N/A	10/1/2022	9/30/2023	\$73.89	5.00%	\$65.98	to	\$79.88
S187.89	Senior Engineer	\$170.42	N/A	N/A	10/1/2019	9/30/2020	\$57.78		\$54.00	to	\$63.00
S197.29 N/A N/A 10/1/2022 9/30/2023 \$66.89 5.00% \$62.51 to \$72.93		\$178.94	N/A	N/A	10/1/2020	9/30/2021	\$60.67	5.00%	\$56.70	to	\$66.15
Project Engineer \$144.17 N/A N/A 10/1/2019 9/30/2020 \$48.88 \$ \$45.00 to \$55.00 \$151.37 N/A N/A 10/1/2021 9/30/2021 \$51.32 5.00% \$47.25 to \$57.75 \$15.89 N/A N/A 10/1/2021 9/30/2022 \$53.89 5.00% \$49.61 to \$60.64 \$166.89 N/A N/A 10/1/2022 9/30/2023 \$56.58 5.00% \$52.09 to \$63.67 \$151.57 N/A N/A 10/1/2022 9/30/2023 \$56.58 5.00% \$52.09 to \$63.67 \$149.77 N/A N/A 10/1/2021 9/30/2020 \$43.29 \$30.00 to \$46.00 \$140.77 N/A N/A 10/1/2021 9/30/2022 \$47.73 5.00% \$49.95 to \$48.30 \$140.77 N/A N/A 10/1/2021 9/30/2022 \$47.73 5.00% \$43.00 to \$50.72 \$147.81 N/A N/A 10/1/2021 9/30/2022 \$47.73 5.00% \$43.00 to \$50.72 \$147.81 N/A N/A 10/1/2021 9/30/2022 \$47.73 5.00% \$43.00 to \$50.72 \$147.81 N/A N/A 10/1/2021 9/30/2022 \$47.73 5.00% \$43.00 to \$50.72 \$147.81 N/A N/A 10/1/2021 9/30/2023 \$50.11 5.00% \$45.15 to \$53.25 \$45.00 \$117.62 N/A N/A 10/1/2021 9/30/2020 \$37.98 \$35.00 to \$40.00 \$117.62 N/A N/A 10/1/2019 9/30/2020 \$37.98 \$35.00 to \$40.00 \$117.62 N/A N/A 10/1/2021 9/30/2020 \$37.98 \$35.00 to \$40.00 \$117.62 N/A N/A 10/1/2021 9/30/2020 \$37.98 \$35.00 to \$40.50 \$123.51 N/A N/A 10/1/2021 9/30/2022 \$41.87 5.00% \$38.59 to \$45.20 \$12.00 \$12.00 \$10.		\$187.89	N/A	N/A	10/1/2021	9/30/2022	\$63.70	5.00%	\$59.54	to	\$69.46
S151.37		\$197.29	N/A	N/A	10/1/2022	9/30/2023	\$66.89	5.00%	\$62.51	to	\$72.93
\$158,94	Project Engineer	\$144.17	N/A	N/A	10/1/2019	9/30/2020	\$48.88		\$45.00	to	\$55.00
S166.89		\$151.37	N/A	N/A	10/1/2020	9/30/2021	\$51.32	5.00%	\$47.25	to	\$57.75
Staff Engineer		\$158.94	N/A	N/A	10/1/2021	9/30/2022	\$53.89	5.00%	\$49.61	to	\$60.64
\$134.07		\$166.89	N/A	N/A	10/1/2022	9/30/2023	\$56.58	5.00%	\$52.09	to	\$63.67
S140.77	Staff Engineer	\$127.68	N/A	N/A	10/1/2019	9/30/2020	\$43.29		\$39.00	to	\$46.00
S147.81		\$134.07	N/A	N/A	10/1/2020	9/30/2021	\$45.46	5.00%	\$40.95	to	\$48.30
Assistant Engineer \$112.02 N/A N/A 10/1/2019 9/30/2020 \$37.98 \$35.00 to \$41.00 \$41.00 \$117.62 N/A N/A 10/1/2020 9/30/2021 \$39.88 5.00% \$36.75 to \$43.05 \$123.51 N/A N/A 10/1/2021 9/30/2022 \$41.87 5.00% \$38.59 to \$45.20 \$129.68 N/A N/A 10/1/2022 9/30/2023 \$43.97 5.00% \$40.52 to \$47.46 \$45.20 \$45.2		\$140.77	N/A	N/A	10/1/2021	9/30/2022	\$47.73	5.00%	\$43.00	to	\$50.72
\$117.62 N/A N/A 10/1/2020 9/30/2021 \$39.88 5.00% \$36.75 to \$43.05 \$123.51 N/A N/A 10/1/2021 9/30/2022 \$41.87 5.00% \$38.59 to \$45.20 \$129.68 N/A N/A 10/1/2022 9/30/2023 \$43.97 5.00% \$40.52 to \$47.46 \$10.00		\$147.81	N/A	N/A	10/1/2022	9/30/2023	\$50.11	5.00%	\$45.15	to	\$53.25
\$123.51	Assistant Engineer	\$112.02	N/A	N/A	10/1/2019	9/30/2020	\$37.98		\$35.00	to	\$41.00
S129.68		\$117.62	N/A	N/A	10/1/2020	9/30/2021	\$39.88	5.00%	\$36.75	to	\$43.05
Sunior Engineer Sy1.48		\$123.51	N/A	N/A	10/1/2021	9/30/2022	\$41.87	5.00%	\$38.59	to	\$45.20
\$96.05 N/A N/A 10/1/2020 9/30/2021 \$32.57 5.00% \$21.00 to \$37.80 \$100.85 N/A N/A 10/1/2021 9/30/2022 \$34.19 5.00% \$22.05 to \$39.69 \$105.90 N/A N/A 10/1/2022 9/30/2023 \$35.90 5.00% \$23.15 to \$41.67 Sr. Computer Drafter \$135.36 N/A N/A 10/1/2029 9/30/2020 \$45.90 \$38.00 to \$54.00 \$142.13 N/A N/A 10/1/2020 9/30/2021 \$48.19 5.00% \$39.90 to \$56.70 \$149.24 N/A N/A 10/1/2021 9/30/2022 \$50.60 5.00% \$41.90 to \$59.54 \$156.70 N/A N/A 10/1/2022 9/30/2023 \$53.13 5.00% \$43.99 to \$62.51 \$50.60 \$100.60 \$100.60 \$100.60 \$100.60 \$114.03 N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2029 9/30/2021 \$86.63 5.00% \$81.00 to \$90.00 \$10		\$129.68	N/A	N/A	10/1/2022	9/30/2023	\$43.97	5.00%	\$40.52	to	\$47.46
\$100.85	Junior Engineer	\$91.48	N/A	N/A	10/1/2019	9/30/2020	\$31.01		\$20.00	to	\$36.00
S105.90 N/A N/A 10/1/2022 9/30/2023 \$35.90 5.00% \$23.15 to \$41.67 Sr. Computer Drafter \$135.36 N/A N/A 10/1/2019 9/30/2020 \$45.90 \$38.00 to \$54.00 \$142.13 N/A N/A 10/1/2020 9/30/2021 \$48.19 5.00% \$39.90 to \$56.70 \$149.24 N/A N/A 10/1/2021 9/30/2022 \$50.60 5.00% \$41.90 to \$59.54 \$156.70 N/A N/A 10/1/2022 9/30/2023 \$53.13 5.00% \$43.99 to \$62.51 Secretarial Services \$103.43 N/A N/A 10/1/2019 9/30/2020 \$35.07 \$19.00 to \$61.00 \$108.60 N/A N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A N		\$96.05	N/A	N/A	10/1/2020	9/30/2021	\$32.57	5.00%	\$21.00	to	\$37.80
Sr. Computer Drafter \$135.36 N/A N/A 10/1/2019 9/30/2020 \$45.90 \$38.00 to \$54.00 \$142.13 N/A N/A 10/1/2020 9/30/2021 \$48.19 5.00% \$39.90 to \$56.70 \$149.24 N/A N/A 10/1/2021 9/30/2022 \$50.60 5.00% \$41.90 to \$59.54 \$156.70 N/A N/A 10/1/2022 9/30/2023 \$53.13 5.00% \$43.99 to \$62.51 Secretarial Services \$103.43 N/A N/A 10/1/2019 9/30/2020 \$35.07 \$19.00 to \$61.00 \$108.60 N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 Construction Manager \$243.33 N/A </td <td></td> <td>\$100.85</td> <td>N/A</td> <td>N/A</td> <td>10/1/2021</td> <td>9/30/2022</td> <td>\$34.19</td> <td>5.00%</td> <td>\$22.05</td> <td>to</td> <td>\$39.69</td>		\$100.85	N/A	N/A	10/1/2021	9/30/2022	\$34.19	5.00%	\$22.05	to	\$39.69
\$142.13 N/A N/A 10/1/2020 9/30/2021 \$48.19 5.00% \$39.90 to \$56.70 \$149.24 N/A N/A 10/1/2021 9/30/2022 \$50.60 5.00% \$41.90 to \$59.54 \$156.70 N/A N/A 10/1/2022 9/30/2023 \$53.13 5.00% \$43.99 to \$62.51 \$103.43 N/A N/A 10/1/2019 9/30/2020 \$35.07 \$19.00 to \$61.00 \$108.60 N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$108.00 Manager \$243.33 N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$20.95 N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$105.90	N/A	N/A	10/1/2022	9/30/2023	\$35.90	5.00%	\$23.15	to	\$41.67
\$149.24 N/A N/A 10/1/2021 9/30/2022 \$50.60 5.00% \$41.90 to \$59.54	Sr. Computer Drafter	\$135.36	N/A	N/A	10/1/2019	9/30/2020	\$45.90		\$38.00	to	\$54.00
\$156.70 N/A N/A 10/1/2022 9/30/2023 \$53.13 5.00% \$43.99 to \$62.51 Secretarial Services \$103.43 N/A N/A 10/1/2019 9/30/2020 \$35.07 \$19.00 to \$61.00 \$108.60 N/A N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 Construction Manager \$243.33 N/A N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$255.50 N/A N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$142.13	N/A	N/A	10/1/2020	9/30/2021	\$48.19	5.00%	\$39.90	to	\$56.70
Secretarial Services \$103.43 N/A N/A 10/1/2019 9/30/2020 \$35.07 \$19.00 to \$61.00 \$108.60 N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 Construction Manager \$243.33 N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$255.50 N/A N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$149.24	N/A	N/A	10/1/2021	9/30/2022	\$50.60	5.00%	\$41.90	to	\$59.54
\$108.60 N/A N/A 10/1/2020 9/30/2021 \$36.82 5.00% \$19.95 to \$64.05 \$114.03 N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 \$119.74 N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$255.50 N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$156.70	N/A	N/A	10/1/2022	9/30/2023	\$53.13	5.00%	\$43.99	to	\$62.51
\$114.03 N/A N/A N/A 10/1/2021 9/30/2022 \$38.66 5.00% \$20.95 to \$67.25 \$119.74 N/A N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 Construction Manager \$243.33 N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$255.50 N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50	Secretarial Services	\$103.43	N/A	N/A	10/1/2019	9/30/2020	\$35.07		\$19.00	to	\$61.00
\$119.74 N/A N/A 10/1/2022 9/30/2023 \$40.60 5.00% \$21.99 to \$70.62 Construction Manager \$243.33 N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$255.50 N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$108.60	N/A	N/A	10/1/2020	9/30/2021	\$36.82	5.00%	\$19.95	to	\$64.05
Construction Manager \$243.33 N/A N/A 10/1/2019 9/30/2020 \$82.50 \$80.00 to \$90.00 \$255.50 N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$114.03	N/A	N/A	10/1/2021	9/30/2022	\$38.66	5.00%	\$20.95	to	\$67.25
\$255.50 N/A N/A 10/1/2020 9/30/2021 \$86.63 5.00% \$84.00 to \$94.50		\$119.74	N/A	N/A	10/1/2022	9/30/2023	\$40.60	5.00%	\$21.99	to	\$70.62
	Construction Manager	\$243.33	N/A	N/A	10/1/2019	9/30/2020	\$82.50		\$80.00	to	\$90.00
		\$255.50	N/A	N/A	10/1/2020	9/30/2021	\$86.63	5.00%	\$84.00		\$94.50

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	\$268.27	N/A	N/A	10/1/2021	9/30/2022	\$90.96	5.00%	\$88.20	to	\$99.23
	\$281.69	N/A	N/A	10/1/2022	9/30/2023	\$95.51	5.00%	\$92.61	to	\$104.19
Senior Structures Representative	\$216.11	\$252.74	\$289.38	10/1/2019	9/30/2020	\$73.27		\$70.00	to	\$80.00
	\$226.91	\$265.38	\$303.85	10/1/2020	9/30/2021	\$76.93	5.00%	\$73.50	to	\$84.00
	\$238.26	\$278.65	\$319.04	10/1/2021	9/30/2022	\$80.78	5.00%	\$77.18	to	\$88.20
	\$250.17	\$292.58	\$334.99	10/1/2022	9/30/2023	\$84.82	5.00%	\$81.03	to	\$92.61
Structures Representative	\$186.96	\$218.66	\$250.35	10/1/2019	9/30/2020	\$63.39		\$60.00	to	\$70.00
	\$196.31	\$229.59	\$262.87	10/1/2020	9/30/2021	\$66.56	5.00%	\$63.00	to	\$73.50
	\$206.13	\$241.07	\$276.02	10/1/2021	9/30/2022	\$69.89	5.00%	\$66.15	to	\$77.18
	\$216.43	\$253.13	\$289.82	10/1/2022	9/30/2023	\$73.38	5.00%	\$69.46	to	\$81.03
Assistant Structures Representative	\$157.83	\$184.58	\$211.34	10/1/2019	9/30/2020	\$53.51		\$45.00	to	\$63.00
	\$165.72	\$193.81	\$221.90	10/1/2020	9/30/2021	\$56.19	5.00%	\$47.25	to	\$66.15
	\$174.00	\$203.50	\$233.00	10/1/2021	9/30/2022	\$59.00	5.00%	\$49.61	to	\$69.46
	\$182.70	\$213.68	\$244.65	10/1/2022	9/30/2023	\$61.95	5.00%	\$52.09		\$72.93
Assistant Resident Engineer	\$157.83	\$184.58	\$211.34	10/1/2019	9/30/2020	\$53.51		\$45.00	to	\$63.00
	\$165.72	\$193.81	\$221.90	10/1/2020	9/30/2021	\$56.19	5.00%	\$47.25	to	\$66.15
	\$174.00	\$203.50	\$233.00	10/1/2021	9/30/2022	\$59.00	5.00%	\$49.61	to	\$69.46
	\$182.70	\$213.68	\$244.65	10/1/2022	9/30/2023	\$61.95	5.00%	\$52.09	to	\$72.93
Inspector Level V **	\$170.74	\$199.68	\$228.62	10/1/2019	9/30/2020	\$57.89		\$55.00	to	\$65.00
	\$179.27	\$209.66	\$240.06	10/1/2020	9/30/2021	\$60.78	5.00%	\$57.75	to	\$68.25
	\$188.24	\$220.15	\$252.06	10/1/2021	9/30/2022	\$63.82	5.00%	\$60.64	to	\$71.66
	\$197.65	\$231.16	\$264.66	10/1/2022	9/30/2023	\$67.01	5.00%	\$63.67		\$75.25
Inspector Level IV **	\$158.67	\$185.57	\$212.47	10/1/2019	9/30/2020	\$53.80		\$50.00	to	\$60.00
	\$166.61	\$194.85	\$223.09	10/1/2020	9/30/2021	\$56.49	5.00%	\$52.50	to	\$63.00
	\$174.94	\$204.59	\$234.25	10/1/2021	9/30/2022	\$59.31	5.00%	\$55.13	to	\$66.15
	\$183.68	\$214.82	\$245.96	10/1/2022	9/30/2023	\$62.28	5.00%	\$57.88		\$69.46
Inspector Level III **	\$148.70	\$173.90	\$199.11	10/1/2019	9/30/2020	\$50.41		\$45.00	to	\$55.00
	\$156.13	\$182.60	\$209.07	10/1/2020	9/30/2021	\$52.94	5.00%	\$47.25		\$57.75
	\$163.94	\$191.73	\$219.52	10/1/2021	9/30/2022	\$55.58	5.00%	\$49.61	to	\$60.64
	\$172.13	\$201.31	\$230.50	10/1/2022	9/30/2023	\$58.36	5.00%	\$52.09		\$63.67
Inspector Level II **	\$141.01	\$164.92	\$188.82	10/1/2019	9/30/2020	\$47.81		\$43.00	to	\$53.00
	\$148.06	\$173.16	\$198.26	10/1/2020	9/30/2021	\$50.20	5.00%	\$45.15	to	\$55.65
	\$155.46	\$181.82	\$208.18	10/1/2021	9/30/2022	\$52.71	5.00%	\$47.41		\$58.43
	\$163.24	\$190.91	\$218.58	10/1/2022	9/30/2023	\$55.35	5.00%	\$49.78		\$61.35
Inspector Level I **	\$124.09	\$145.13	\$166.17	10/1/2019	9/30/2020	\$42.07		\$38.00		\$50.00
	\$130.30	\$152.39	\$174.48	10/1/2020	9/30/2021	\$44.18	5.00%	\$39.90		\$52.50
	\$136.81	\$160.01	\$183.20	10/1/2021	9/30/2022	\$46.39	5.00%	\$41.90		\$55.13
	\$143.65	\$168.01	\$192.36	10/1/2022	9/30/2023	\$48.71	5.00%	\$43.99	to	\$57.88

^{1.} All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.

- 2. The cost proposal format shall not be amended.
- 3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
- 4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H COST PROPOSAL Page 2 of 2 SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Consultant Biggs Cardosa Assoc	☐ Prime Consultant	X Subconsultant		
Project No. DPW2019-001	Contract No.	_	Date	12/23/2019

SCHEDULE OF	OTHER DIRECT COST	ITEMS		
DESCRIPTION OF ITEMS	QUANTITY	UNIT	UNIT COST	TOTAL
Travel				
A. Airfare	5	EA	Actual	\$2,500
B. Rental Vehicle	5	EA	Actual	\$1,000
C. Per Diem	20	EA	IRS Rate	\$1,295
D. Lodging	20	EA	IRS Rate	\$2,020
Prints & Reproductions				
A.Outside Reproduction	0	EA	Actual	\$0
B. In-House CADD Prints	649	SQ FT	\$0.32	\$208
C. In-House CADD Plots	3000	SQ FT	\$1.60	\$4,800
Project Specific Delivery Services				
A. Delivery Services	ф	EA	Actual	\$0
B. Express Mail/USPS	ф	EA	Actual	\$0
C. Truck Rental	ф	EA	Actual	\$0
				\$11,823

NOTES:

- 1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- 5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- 6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- 7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 1. Generally Accepted Accounting Principles (GAAP)
- 2. Terms and conditions of the contract
- 3. Title 23 United States Code Section 112 Letting of Contracts
- 4. 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures
- 5. <u>23 Code of Federal Regulations Part 172</u> Procurement, Management, and Administration of Engineering and Design Related Service
- 6. 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

Title *: Principal

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Mahvash Harms

Name:

Signature: Hams	Date of Certification (mm/dd/yyyy):12/23/2019
Email: Mharms@biggscardosa.com	Phone Number: <u>510-250-8118</u>
Address: 1111 Broadway, Suite 1510, Oakl	land CA 94607
a level no lower than a Vice President or	ficer of the consultant's or subconsultant's organization at a Chief Financial Officer, or equivalent, who has authority ilized to establish the cost proposal for the contract. proposed contract:
structural engineering and federal-aid support	

ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, $\underline{\textbf{DIRECT LABOR METHOD OF ACCOUNTING}}$ ADM 2033 (Rev. 10/23/18)

Determination Number: - Issue Date: - Effective Date: - Expiration Date :

		_	
		_	

Subconsultant's Participation Amount: \$300.000

Loaded Billing Rate Calculations:

Agreement Number: DPW2019-001 Attachment 2
Tax ID No.: 94-2571944
Date Prepared: 12/20/2019
Page No.: X of XX

Home Office:	Fringe Bene	efit %	Overhead %		General Administration	on %	Combined %
NORMAL	76.10%	+	69.30%	+	32.40%	-	177.80%
OVERTIME	76.10%	+	69.30%	+	32.40%	=	177.80%
Field Office:	Fringe Bene	efit %	Overhead %		General Administration	on %	Combined %
NORMAL	76.10%	+	69.30%	+	32.40%	-	177.80%
OVERTIME	76.10%	+	69.30%	+	32.40%	=	177.80%
Project Specific:	Fringe Bene	efit %	Overhead %		General Administration	on %	Combined %
NORMAL	76.10%	+	69.30%	+	32.40%	-	177.80%
OVERTIME	76.10%	+	69.30%	+	32.40%	-	177.80%

Ion-Exempt Employee Loa) Straight Time (ST) Load	ded Billing Rate =	[Actual Ho	ourly Rate	+ ST Del	ta Base + S	ST Delta Fr	ringe] * [(1	+ Field OH) * (1 + Fee	9)]												NORMAL OVERTIME Field Office	:		76.10% 76.10% Fringe Bene	+ + efit %	69.30% 69.30% Overhead %	· 6	32.40% 32.40% General Admi	nistration %	-	177.80% 177.80% Combined %
ST Loaded Billing Rate empt Employee Loaded	+ (1.5 Base PW Ra I Billing Rates- Cor	ite - ST Ba npensated	se PW Ra	ite)*[(1+Fi)T :	ield OH) * (1	1+Fee)] or	ST Loade	d Billing Ra	te + (2.0 B	ase PW R	ate - 1.5 I	Base PW I	Rate) *[(1	+Field OH) * (1+Fee)1						NORMAL OVERTIME			76.10% 76.10%	+	69.30% 69.30%	+	32.40% 32.40%		-	177.80% 177.80%
) Straight Time (ST) Load) ST Loaded Billing Rate	ded Billing Rate = + (1.5 Base PW Ra	[Actual Ho te - ST Ba	ourly Rate ise PW Ra	+ ST Del te)*[(1+F	Ita Base + S Field OH) * (T Delta Fr [1+Fee)] or	ringe] * [(r ST Loade	1 + Field Ol ed Billing R	d) * (1 + Fe ate + (2.0 E	e)] Base PW F	Rate - 1.5	Base PW	Rate) *[(1+Field OH	l) * (1+Fe	e)]						Project Spe NORMAL OVERTIME	cific:		76.10% 76.10%	efit %	69.30% 69.30%	+	32.40% 32.40%	nistration %	=	177.80%
xempt Employee Loaded) ST Loaded Billing Rate	Billing Rates- Not = Actual Hourly Rates	Compens	ated for C Home OH	OT (Uncor) * (1 + Fe	able for ser mpensated le)]	OT):	erea unae	r DIK deter	minations.	includes	Exempt e	mpioyees	s wno are	normally	not paid	TOF UT WO	ked, per company po	iicy.	1			OVERTIME			76.10%	*	69.30%	+	32.40%	FEE	-	177.80%
No Overtime. Columns exempt Employee Loaded	are shaded out - S I Billing Rates- Cor	ee Stevie I npensated	Ray Vaug I for OT @	hn Non-P ST Rate.	revailing W	lage exam	nple, line 5	9.																						FCCM		
) ST Loaded Billing Rate) ST Loaded Billing Rate	= Actual Hourly R: + (1.5 x 0) or ST L	ate * [(1 + oaded Billi	Home OH ing Rate +) * (1 + Fe + (2.0 x 0)	ee)] See examp	ole for Bob	b Marley, li	ine 47 and	Alecia Moo	re, line 65	, both No	n-Prevaili	ng Wage	Work.														Applicable	Delta Base Mui	hinline (Field	(Lloss e)	
																												Applicable	Delta Fringe M e Date of			
Name & Work Information	Home / Field / Project Specific Personnel		(on	ly applicat	e Rate estab ble for preva	ailing wage	work)				ge benefi	ee Actual s vary yea	r over ye				Applicable DELTA (TOTAL) = Employee Total - DIR To	tal	DIR Rate	Applicable DELTA Base - Employee	e =	DELTA:	ble DELTA F OTAL - DEL mployee - D	TA BASE	Loaded I	Hourly Billin	ng Rates	[Add R	ly Rate FQ/RFP	% Escalation	Actual Hourly Rate	Hourly Range for Class
		Straight	1.5 OT	2.0 OT	Fringe Benefits	Total Base S Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Actual Fringe		1.5 OT		Straight			Straight		2.0 OT	Straight	1.5 OT	2.0 OT		1.5 OT			ment Date] To	Increase		101 01435
Bob Brown, AICP Principal Planner	HOME Non Prevailing Wag	e																							\$156.83 \$159.18 \$163.95	\$235.24 \$238.77 \$245.93	\$313.65 \$318.36 \$327.91	2/26/2020 2/26/2021 2/26/2022	2/25/2021 2/25/2022 2/25/2023	0.00% 1.50% 3.00%	\$ 49.52 \$ 50.26 \$ 51.77	N/A
Exempt Full Time	Work																								\$168.87 \$173.94	\$253.31 \$260.91	\$337.74 \$347.88	2/26/2023 2/26/2024	2/25/2024 2/25/2025	3.00% 3.00%	\$ 53.32 \$ 54.92	1471
Gretchen O'Brien Senior Biologist	HOME																								\$76.01 \$77.15		\$154.29	2/26/2020 2/26/2021	2/25/2021 2/25/2022		\$ 24.00 \$ 24.36	
Non-Exempt Full Time	Non Prevailing Wag Work	e																							\$79.46 \$81.84 \$84.30	\$119.19 \$122.77 \$126.45	\$163.69	2/26/2022 2/26/2023 2/26/2024	2/25/2023 2/25/2024 2/25/2025	3.00% 3.00% 3.00%	\$ 25.09 \$ 25.84 \$ 26.62	N/A
. Sam Polly	HOME																								\$98.11	\$147.17	\$196.22	2/26/2020	2/25/2021	0.00%	\$ 30.98	
Senior Soils Scientist Non-Exempt	Non Prevailing Wag	е																							\$99.58 \$102.57 \$105.65	\$149.37 \$153.86 \$158.47	\$199.17 \$205.14 \$211.29	2/26/2021 2/26/2022 2/26/2023	2/25/2022 2/25/2023 2/25/2024	1.50% 3.00% 3.00%	\$ 31.44 \$ 32.39 \$ 33.36	N/A
Full Time Joseph Saler	HOME																								\$108.82 \$79.17	\$163.23 \$118.76	\$217.63	2/26/2024	2/25/2025	3.00%	\$ 34.36 \$ 25.00	
Senior Biologist	Non Prevailing Wag	e																							\$80.36 \$82.77	\$120.54 \$124.16	\$160.72 \$165.54	2/26/2020 2/26/2021 2/26/2022	2/25/2022 2/25/2022 2/25/2023	1.50% 3.00%	\$ 25.38 \$ 26.14	N/A
Non-Exempt Full Time	Work																								\$85.25 \$87.81	\$127.88 \$131.72	\$170.51 \$175.62	2/26/2023 2/26/2024	2/25/2024 2/25/2025	3.00% 3.00%	\$ 26.92 \$ 27.73	
Cindy Wilcox Senior Soils Scientist	HOME Non Prevailing Wag																								\$94.31 \$95.73 \$98.60	\$141.47 \$143.59	\$188.62 \$191.45 \$197.19	2/26/2020 2/26/2021 2/26/2022	2/25/2021 2/25/2022 2/25/2023	0.00% 1.50%	\$ 29.78 \$ 30.23 \$ 31.13	
Non-Exempt Full Time	Work																										\$203.11	2/26/2023	2/25/2024 2/25/2025	3.00% 3.00% 3.00%	\$ 31.13 \$ 32.07 \$ 33.03	N/A
Gary Simpson Geosciences Principal	HOME																								\$189.57 \$192.42	\$284.36 \$288.62	\$379.14 \$384.83	2/26/2020 2/26/2021	2/25/2021 2/25/2022	0.00% 1.50%	\$ 59.86 \$ 60.76 \$ 62.58	
Exempt Full Time	Non Prevailing Wag Work	е																							\$198.19 \$204.13 \$210.26	\$306.20	\$396.38	2/26/2022 2/26/2023	2/25/2023 2/25/2024 2/25/2025	3.00%	\$ 60.76 \$ 62.58 \$ 64.46 \$ 66.39	N/A
Cody Long	HOME																								\$126.68	\$190.02	\$253.35	2/26/2020	2/25/2021	0.00%	\$ 40.00	
Civil Engineer Non-Exempt	Non Prevailing Wag	е																							\$128.58 \$132.43 \$136.41	\$192.87 \$198.65 \$204.61	\$257.15 \$264.87 \$272.81	2/26/2021 2/26/2022 2/26/2023	2/25/2022 2/25/2023 2/25/2024	3.00%	\$ 40.60 \$ 41.82 \$ 43.07	N/A
Full Time Cody Long	HOME	640.47	670.70	\$98.34	620.00	\$80.16	\$104.75	\$129.33	\$40.00	600.00	\$80.00	07.74	647.74	\$67.71	\$87.71	(600.45)	(607.04)	(644.60)	(00.47)	(\$13.76)	(\$18.34)	(\$00.00)	(\$23.28)	(f02 00)	\$140.50 \$229.44	\$210.75 \$307.30	\$281.00 \$385.16	2/26/2024	2/25/2025	3.00%	\$ 44.36 \$ 40.00	
Lead Inspector-Group 1	Prevailing Wage	\$49.17 \$52.62 \$52.62	\$78.93 \$78.93	\$105.24 \$105.24	\$30.99	\$83.61 \$83.61	\$109.92 \$109.92	\$136.23 \$136.23	\$40.60 \$41.82	\$60.00 \$60.90 \$62.73	\$81.20 \$83.64	\$7.71 \$7.71 \$7.71	\$47.71 \$48.31 \$49.53	\$68.61 \$70.44	\$88.91 \$91.35	(\$32.45) (\$35.30) (\$34.08)	(\$37.04) (\$41.31) (\$39.48)	(\$41.62) (\$47.32) (\$44.88)	(\$9.17) (\$12.02) (\$10.80)	(\$18.03) (\$16.20)	(\$18.34) (\$24.04) (\$21.60)	(\$23.28) (\$23.28) (\$23.28)	(\$23.28) (\$23.28)	(\$23.28) (\$23.28) (\$23.28)	\$240.37 \$240.37	\$323.69 \$323.69	\$407.01 \$407.01	2/26/2020 2/26/2021 2/26/2022	2/25/2022 2/25/2023	1.50% 3.00%	\$ 40.60 \$ 41.82	
Non-Exempt Full Time	Work	\$52.62 \$52.62		\$105.24 \$105.24		\$83.61 \$83.61	\$109.92 \$109.92	\$136.23 \$136.23	\$43.07 \$44.36	\$64.61 \$66.55	\$86.15 \$88.73	\$7.71 \$7.71	\$50.78 \$52.07	\$72.32 \$74.26	\$93.86 \$96.44	(\$32.83) (\$31.54)	(\$37.60) (\$35.66)	(\$42.37) (\$39.79)	(\$9.55) (\$8.26)	(\$14.32) (\$12.38)	(\$19.09) (\$16.51)	(\$23.28) (\$23.28)	(\$23.28) (\$23.28)	(\$23.28) (\$23.28)	\$240.37 \$240.37	\$323.69 \$323.69	\$407.01 \$407.01	2/26/2023 2/26/2024	2/25/2024 2/25/2025	3.00% 3.00%	\$ 43.07 \$ 44.36	
Anders Rasmussen Civil Engineer	HOME																								\$155.18 \$157.51	\$232.77 \$236.26	\$310.36 \$315.01	2/26/2020 2/26/2021	2/25/2021 2/25/2022	0.00% 1.50%	\$ 49.00 \$ 49.74	
Exempt Full Time	Non Prevailing Wag Work	Đ																							\$162.23 \$167.10 \$172.11	\$243.35 \$250.65 \$258.17	\$324.46 \$334.20 \$344.22	2/26/2022 2/26/2023 2/26/2024	2/25/2023 2/25/2024 2/25/2025	3.00% 3.00% 3.00%	\$ 49.74 \$ 51.23 \$ 52.76 \$ 54.35	N/A
Bill McGoldrick Staff Engineer	HOME																								\$134.63 \$136.65	\$201.94 \$204.97	\$269.25 \$273.29	2/26/2020 2/26/2021	2/25/2021 2/25/2022	0.00% 1.50%	\$ 42.51 \$ 43.15	
Non-Exempt	Non Prevailing Wage Work	е																							\$140.74 \$144.97	\$211.12 \$217.45	\$281.49 \$289.93	2/26/2022 2/26/2023	2/25/2023 2/25/2024	3.00% 3.00%	\$ 44.44 \$ 45.78	
Full Time Bill McGoldrick	HOME	\$49.17	\$73.76	\$98.34	\$30.99	\$80.16	\$104.75	\$129.33	\$42.51	\$63.77	\$85.02	\$6.90	\$49.41	\$70.67	\$91.92	(\$30.75)	(\$34.08)	(\$37.41)	(\$6.66)	(\$9.99)	(\$13.32)	(\$24.09)	(\$24.09)	(\$24.09)	\$149.32 \$232.01	\$223.97 \$309.87	\$298.63 \$387.73	2/26/2020	2/25/2025	0.00%	\$ 42.51	N/A
Lead Inspector-Group 1 Non-Exempt	Prevailing Wage Work	\$52.62 \$52.62 \$52.62	\$78.93	\$105.24 \$105.24 \$105.24		\$83.61 \$83.61 \$83.61	\$109.92 \$109.92 \$109.92	\$136.23	\$43.15 \$44.44 \$45.78	\$64.72 \$66.66 \$68.66	\$86.30 \$88.88 \$91.55	\$6.90 \$6.90 \$6.90	\$50.05 \$51.34 \$52.68	\$71.62 \$73.56 \$75.56	\$93.20 \$95.78 \$98.45	(\$33.56) (\$32.27) (\$30.93)	(\$34.08) (\$38.30) (\$36.36) (\$34.36)	(\$43.03) (\$40.45) (\$37.78)	(\$9.47) (\$8.18) (\$6.84)	(\$14.21) (\$12.27) (\$10.27)	(\$18.94) (\$16.36) (\$13.60)	(\$24.09) (\$24.09) (\$24.09)	(\$24.09) (\$24.09)	(\$24.09) (\$24.09) (\$24.09)	\$242.93 \$242.93 \$242.93	\$326.26 \$326.26 \$326.26	\$409.58 \$409.58 \$409.58	2/26/2021 2/26/2022 2/26/2023	2/25/2022 2/25/2023 2/25/2024	1.50% 3.00% 3.00%	\$ 43.15 \$ 44.44 \$ 45.78	
Full Time	HOME	\$52.62	\$78.93	\$105.24	\$30.99	\$83.61	\$109.92	\$136.23	\$47.15	\$70.72	\$94.30	\$6.90	\$54.05	\$77.62	\$101.20	(\$29.56)	(\$32.30)	(\$35.03)	(\$5.47)	(\$8.21)	(\$10.94)	(\$24.09)	(\$24.09) (\$24.09)	(\$24.09)	\$242.93	\$326.26 \$326.26	\$409.58	2/26/2024	2/25/2025	3.00%	\$ 47.15	
Civil Engineer	Non Prevailing Wag	e																							\$105.29	\$153.33 \$157.93	\$204.44 \$210.57	2/26/2020 2/26/2021 2/26/2022	2/25/2021 2/25/2022 2/25/2023	0.00% 1.50% 3.00%	\$ 31.80 \$ 32.28 \$ 33.25 \$ 34.24	N/A
Non-Exempt Full Time	Work																								\$108.44 \$111.70	\$162.67 \$167.55	\$216.89 \$223.39	2/26/2023 2/26/2024	2/25/2024 2/25/2025	3.00% 3.00%	\$ 34.24 \$ 35.27	***
Dale Roper Civil Engineer	HOME																								\$153.31 \$155.61 \$160.28	\$229.97 \$233.42 \$240.42			2/25/2021 2/25/2022	0.00% 1.50% 3.00%	\$ 48.41 \$ 49.14 \$ 50.61	
Exempt Full Time	Non Prevailing Wag Work																								\$160.28 \$165.09 \$170.04	\$240.42 \$247.63 \$255.06	\$320.56 \$330.17 \$340.08	2/26/2022 2/26/2023 2/26/2024	2/25/2023 2/25/2024 2/25/2025	3.00% 3.00% 3.00%	\$ 50.61 \$ 52.13 \$ 53.69	N/A
Dan Graber Civil Engineer	HOME																								\$133.55 \$135.55	\$200.32 \$203.33	\$267.10	2/26/2020 2/26/2021	2/25/2021 2/25/2022	0.00% 1.50%	\$ 42.17 \$ 42.80	
Exempt Full Time	Non Prevailing Wag Work	е																							\$139.62 \$143.81 \$148.12	\$209.43 \$215.71 \$222.18	\$279.24 \$287.61	2/26/2022 2/26/2023 2/26/2024	2/25/2023 2/25/2024	3.00%	\$ 44.09 \$ 45.41 \$ 46.77	N/A
Darin Strege	номе																								\$152.01	\$228.02	\$304.02	2/26/2020	2/25/2025	0.00%	\$ 48.00	
Exempt	Non Prevailing Wag	е																							\$154.29 \$158.92 \$163.69	\$238.38 \$245.53	\$308.58 \$317.84 \$327.38	2/26/2022 2/26/2023	2/25/2022 2/25/2023 2/25/2024	1.50% 3.00% 3.00%	\$ 48.72 \$ 50.18 \$ 51.69	N/A
Full Time	номе																								\$168.60 \$76.01	\$252.90 \$114.01	\$337.20	2/26/2024	2/25/2025	3.00%	\$ 53.24 \$ 24.00	
	Non Prevailing Wag	e																							\$77.15 \$79.46	\$115.72 \$119.19	\$154.29 \$158.92	2/26/2020 2/26/2021 2/26/2022	2/25/2021 2/25/2022 2/25/2023	0.00% 1.50% 3.00%	\$ 24.36 \$ 25.09	N/A
Non-Exempt Full Time	Work																								\$81.84 \$84.30	\$122.77 \$126.45	\$163.69 \$168.60	2/26/2023 2/26/2024	2/25/2024 2/25/2025	3.00% 3.00%	\$ 25.84 \$ 26.62	
Jared O'Barr Civil Engineer	HOME																								\$155.18 \$157.51	\$236.26	\$310.36 \$315.01	2/26/2020 2/26/2021	2/25/2021 2/25/2022	0.00% 1.50% 3.00%	\$ 49.00 \$ 49.74	
Exempt Full Time	Non Prevailing Wag Work																								\$162.23 \$167.10 \$172.11	\$250.65	\$324.46 \$334.20 \$344.22	2/26/2023	2/25/2023 2/25/2024 2/25/2025	3.00% 3.00% 3.00%	\$ 51.23 \$ 52.76 \$ 54.35	N/A
Full Time																									\$172.11	\$258.17	\$344.22	2/26/2024	2/25/2025	3.00%	\$ 54.35	

Jason Island Civil Engineer A. Non-Exempt Full Time	HOME Non Prevailing Wage Work																							\$129.84 \$131.79 \$135.75 \$139.82 \$144.01	\$194.77 \$259. \$197.69 \$263. \$203.62 \$271. \$209.73 \$279. \$216.02 \$288.	58 2/26/2021 49 2/26/2022 63 2/26/2023	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 41.00 \$ 41.62 \$ 42.86 \$ 44.15 \$ 45.47	N/A
Jeff Nelson Civil Engineer Non-Exempt Part Time	HOME Non Prevailing Wage Work																							\$205.85 \$208.94 \$215.21 \$221.66 \$228.31	\$308.77 \$411. \$313.41 \$417. \$322.81 \$430. \$332.49 \$443. \$342.47 \$456.	41 2/26/2022 32 2/26/2023		0.00% 1.50% 3.00% 3.00% 3.00%	\$ 65.00 \$ 65.98 \$ 67.95 \$ 69.99 \$ 72.09	N/A
Jordan Ludtke Civil Engineer Non-Exempt Full Time	HOME Non Prevailing Wage Work																							\$91.94 \$93.31 \$96.11 \$99.00 \$101.97	\$137.90 \$183. \$139.97 \$186. \$144.17 \$192. \$148.50 \$198. \$152.95 \$203.	63 2/26/2021 23 2/26/2022 00 2/26/2023	2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 29.03 \$ 29.47 \$ 30.35 \$ 31.26 \$ 32.20	
Jordan Ludtke Construction Inspector- Group 2 Non-Exempt Full Time	HOME Prevailing Wage Work	\$50.62 \$50.62	\$75.93 \$75.93	\$94.34 \$101.24 \$101.24 \$101.24 \$101.24	\$30.99	\$78.16 \$81.61 \$81.61 \$81.61 \$81.61	\$101.75 \$106.92 \$106.92 \$106.92 \$106.92	\$125.33 \$132.23 \$132.23 \$132.23 \$132.23	\$29.03 \$29.47 \$30.35 \$31.26 \$32.20	\$43.55 \$44.20 \$45.52 \$46.89 \$48.30	\$58.06 \$58.93 \$60.70 \$62.52 \$64.40	\$5.35	\$35.70	\$48.90 \$49.55 \$50.87 \$52.24 \$53.65	\$66.05	(\$43.78) (\$46.79) (\$45.91) (\$45.00) (\$44.06)	(\$52.85) (\$57.37) (\$56.05) (\$54.68) (\$53.27)	(\$61.92) (\$18.1 (\$67.95) (\$21.1 (\$66.18) (\$20.2 (\$64.36) (\$19.3 (\$62.48) (\$18.4	(\$27.21) (\$31.73) (\$30.41) (\$29.04) (\$27.63)	(\$36.28) (\$42.31) (\$40.54) (\$38.72) (\$36.84)	(\$25.64) (\$25.64) (\$25.64) (\$25.64) (\$25.64)	(\$25.64) (\$25.64) (\$25.64) (\$25.64) (\$25.64)	(\$25.64) (\$25.64) (\$25.64) (\$25.64) (\$25.64)	\$230.58 \$241.51 \$241.51 \$241.51 \$241.51	\$305.28 \$379. \$321.66 \$401. \$321.66 \$401. \$321.66 \$401.	82 2/26/2021 82 2/26/2022 82 2/26/2023		0.00% 1.50% 3.00% 3.00% 3.00%	\$ 29.03 \$ 29.47 \$ 30.35 \$ 31.26 \$ 32.20	N/A
Lory Widmer Civil Engineer Non-Exempt Full Time	HOME Non Prevailing Wage Work																									01 2/26/2021 11 2/26/2022 46 2/26/2023 05 2/26/2024	2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 42.00 \$ 42.63 \$ 43.91 \$ 45.23 \$ 46.58	N/A
Mike Foget Civil Engineer Exempt Full Time	HOME Non Prevailing Wage Work																							\$251.23 \$255.00 \$262.65 \$270.53 \$278.65		2/26/2021 2/26/2022 06 2/26/2023 2/26/2024	2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 79.33 \$ 80.52 \$ 82.94 \$ 85.42 \$ 87.99	N/A
1. Phil McGovern 2. EIT 4. Non-Exempt 5. Full Time 1. Pieter Gustavson	HOME Non Prevailing Wage Work FIELD																							\$81.48 \$82.71 \$85.19 \$87.74 \$90.38	\$122.23 \$162. \$124.06 \$165. \$127.78 \$170. \$131.62 \$175. \$135.56 \$180.	41 2/26/2021 38 2/26/2022 49 2/26/2023 75 2/26/2024		0.00% 1.50% 3.00% 3.00% 3.00%	\$ 25.73 \$ 26.12 \$ 26.90 \$ 27.71 \$ 28.54	N/A
Civil Engineer Non-Exempt Full Time Ron Stillmaker	Prevailing Wage Work																							\$93.22 \$96.01 \$98.90 \$101.86	\$137.76 \$165. \$139.83 \$186. \$144.02 \$192. \$148.34 \$197. \$152.79 \$203.	2/26/2021 2/26/2022 79 2/26/2023 72 2/26/2024		1.50% 3.00% 3.00% 3.00%	\$ 29.44 \$ 30.32 \$ 31.23 \$ 32.16	N/A
Civil Engineer Exempt Full Time Sam Heath	Non Prevailing Wage Work																							\$173.58 \$178.79 \$184.15 \$189.67	\$260.37 \$347. \$268.18 \$357. \$276.22 \$368. \$284.51 \$379.	16 2/26/2021 2/26/2022 30 2/26/2023 35 2/26/2024	2/25/2022 2/25/2022 2/25/2024 2/25/2025	1.50% 3.00% 3.00% 3.00%	\$ 54.81 \$ 56.45 \$ 58.15 \$ 59.89 \$ 28.00	N/A
Civil Engineer Non-Exempt Full Time Suyar Akturan	Non Prevailing Wage Work																							\$90.00 \$92.70 \$95.49 \$98.35	\$135.01 \$180. \$139.06 \$185. \$143.23 \$190. \$147.52 \$196.	01 2/26/2021 41 2/26/2022 97 2/26/2023 70 2/26/2024	2/25/2024 2/25/2025 2/25/2021	1.50% 3.00% 3.00% 3.00% 0.00%	\$ 28.42 \$ 29.27 \$ 30.15 \$ 31.06 \$ 18.00	N/A
2. EIT 4. Non-Exempt 5. Full Time 1. Tom Herman	Non Prevailing Wage Work HOME																							\$57.86 \$59.60 \$61.38 \$63.22 \$212.03	\$318.04 \$424.	19 2/26/2022 77 2/26/2023 45 2/26/2024 05 2/26/2020	2/25/2023 2/25/2024 2/25/2025 2/25/2021	3.00% 3.00% 3.00%	\$ 18.27 \$ 18.82 \$ 19.38 \$ 19.96 \$ 66.95	N/A
Survey Principal Exempt Full Time Allison Edrington	Non Prevailing Wage Work HOME																							\$215.21 \$221.66 \$228.31 \$235.16 \$71.26	\$322.81 \$430. \$332.49 \$443. \$342.47 \$456. \$352.74 \$470.	32 2/26/2022 62 2/26/2023 32 2/26/2024 51 2/26/2020	2/25/2023 2/25/2024 2/25/2025 2/25/2021	3.00% 3.00% 0.00%	\$ 67.95 \$ 69.99 \$ 72.09 \$ 74.26 \$ 22.50	N/A
Administrative Non-Exempt Full Time Angela Christie	Non Prevailing Wage Work HOME																							\$72.32 \$74.49 \$76.73 \$79.03 \$69.23 \$70.27	\$108.49 \$144. \$111.74 \$148. \$115.09 \$153. \$118.55 \$158. \$103.84 \$138. \$105.40 \$140.	46 2/26/2023 06 2/26/2024 46 2/26/2020	2/25/2024 2/25/2025 2/25/2021	3.00% 3.00% 0.00%	\$ 22.84 \$ 23.52 \$ 24.23 \$ 24.96 \$ 21.86 \$ 22.19	N/A
Administrative Non-Exempt Full Time April Wheeler Administrative	Non Prevailing Wage Work HOME																							\$70.27 \$72.38 \$74.55 \$76.78 \$50.67 \$51.43	\$108.40 \$140. \$108.56 \$144. \$111.82 \$149. \$115.17 \$153. \$76.01 \$101. \$77.15 \$102.	75 2/26/2022 09 2/26/2023 57 2/26/2024	2/25/2023	3.00% 3.00% 3.00% 3.00% 0.00%	\$ 22.19 \$ 22.85 \$ 23.54 \$ 24.25 \$ 16.00 \$ 16.24	N/A
4. Non-Exempt 5. Full Time 1. Becky Davis 2. Administrative	Non Prevailing Wage Work HOME																							\$52.97 \$54.56 \$56.20 \$64.89 \$65.86	\$79.46 \$105. \$81.84 \$109. \$84.30 \$112. \$97.34 \$129. \$98.80 \$131.	95 2/26/2022 13 2/26/2023 40 2/26/2024 78 2/26/2020	2/25/2023 2/25/2024	3.00% 3.00%	\$ 16.73 \$ 17.23 \$ 17.75 \$ 20.49 \$ 20.80	N/A
4. Non-Exempt 5. Full Time 1. Chris Newell 2. Drafter	Non Prevailing Wage Work HOME																							\$67.84 \$69.87 \$71.97 \$104.16 \$105.72	\$101.76 \$135. \$104.81 \$139. \$107.96 \$143. \$156.24 \$208. \$158.58 \$211.	68 2/26/2022 75 2/26/2023 94 2/26/2024 32 2/26/2020 44 2/26/2021	2/25/2023 2/25/2024 2/25/2025 2/25/2021 2/25/2022	3.00% 3.00% 3.00% 0.00% 1.50% 3.00%	\$ 21.42 \$ 22.06 \$ 22.73 \$ 32.89 \$ 33.38	N/A
4. Non-Exempt 5. Full Time 1. Dawn Reed 2. Drafter	Non Prevailing Wage Work HOME																							\$81.14	\$163.34 \$217. \$168.24 \$224. \$173.29 \$231. \$121.70 \$162. \$123.53 \$164. \$127.24 \$169.	32 2/26/2023 05 2/26/2024 27 2/26/2020	2/25/2025	3.00% 3.00%	\$ 34.38 \$ 35.42 \$ 36.48 \$ 25.62 \$ 26.00 \$ 26.78	N/A
4. Non-Exempt 5. Full Time 1. Laurie Schwabe 2. Administrative	Non Prevailing Wage Work HOME																							\$87.37 \$89.99 \$118.73 \$120.51	\$127.24 \$169. \$131.05 \$174. \$134.98 \$179. \$178.09 \$237. \$180.76 \$241. \$186.19 \$248.	74 2/26/2023 98 2/26/2024 46 2/26/2020 02 2/26/2021	2/25/2024 2/25/2025 2/25/2021 2/25/2022	3.00% 3.00% 0.00% 1.50%	\$ 27.59 \$ 28.42 \$ 37.49 \$ 38.05	N/A
4. Exempt 5. Full Time 1. Cheryl Gunderson 2. Administrative	Non Prevailing Wage Work HOME Non Prevailing Wage																							\$127.85 \$131.68	\$186.19 \$248. \$191.77 \$255. \$197.52 \$263. \$115.91 \$154. \$117.65 \$156. \$121.18 \$161.	70 2/26/2023 37 2/26/2024 55 2/26/2020 86 2/26/2021	2/25/2024 2/25/2025 2/25/2021 2/25/2022	3.00% 3.00% 0.00% 1.50%	\$ 39.19 \$ 40.37 \$ 41.58 \$ 24.40 \$ 24.77 \$ 25.51	N/A
4. Non-Exempt 5. Full Time 1. Justin Sousa 2. GIS	Work HOME Non Prevailing Wage																							\$83.21 \$85.70 \$85.60 \$86.89 \$89.49	\$124.81 \$166. \$128.56 \$171. \$128.40 \$171. \$130.33 \$173. \$134.24 \$178.	42 2/26/2023 41 2/26/2024 20 2/26/2020 77 2/26/2021 98 2/26/2022	2/25/2024 2/25/2025 2/25/2021 2/25/2022 2/25/2023	3.00% 0.00% 1.50%	\$ 25.51 \$ 26.27 \$ 27.06 \$ 27.03 \$ 27.44 \$ 28.26	N/A
4. Non-Exempt 5. Full Time 1. Sean Rowe 2. Biologist	Work HOME Non Prevailing Wage																							\$92.18 \$94.94 \$69.67 \$70.72	\$138.27 \$184. \$142.41 \$189. \$104.51 \$139. \$106.08 \$141.	35 2/26/2023 89 2/26/2024 34 2/26/2020 43 2/26/2021	2/25/2024 2/25/2025 2/25/2021 2/25/2022	3.00% 3.00% 0.00% 1.50%	\$ 29.11 \$ 29.98 \$ 22.00 \$ 22.33	N/A
4. Non-Exempt 5. Full Time	Work																							\$72.84 \$75.02 \$77.27	\$109.26 \$145. \$112.54 \$150. \$115.91 \$154.	05 2/26/2023 55 2/26/2024		3.00% 3.00% 3.00%	\$ 23.69	N/A

Warren Mitchell Senior Biologist Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$110.11 \$111.77 \$115.12 \$118.57 \$122.13	\$167.65 \$172.68 \$177.86	\$220.23 \$223.53 \$230.24 \$237.14 \$244.26	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 34.77 \$ 35.29 \$ 36.35 \$ 37.44 \$ 38.56	N/A
Bruce Grove Senior Planner Exempt Full Time	HOME Non Prevailing Wage Work																								\$175.10 \$177.73 \$183.06 \$188.55 \$194.21	\$262.65 \$266.59 \$274.59 \$282.82	\$350.20 \$355.45 \$366.11 \$377.10 \$388.41	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023	0.00% 1.50%	\$ 55.29 \$ 56.12 \$ 57.80 \$ 59.54 \$ 61.32	N/A
Garry Rees Senior Planner	HOME Non Prevailing Wage Work																								\$129.84 \$131.79 \$135.75 \$139.82 \$144.01	\$194.77 \$197.69 \$203.62 \$209.73	\$259.69 \$263.58 \$271.49 \$279.63	2/26/2023	2/25/2023 2/25/2024		\$ 41.00 \$ 41.62 \$ 42.86 \$ 44.15 \$ 45.47	N/A
Stein Coriell Senior Planner	HOME Non Prevailing Wage Work																								\$117.90 \$119.67 \$123.26 \$126.96 \$130.77	\$176.86 \$179.51 \$184.89 \$190.44	\$235.81 \$239.35 \$246.53 \$253.92 \$261.54	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 37.23 \$ 37.79 \$ 38.92 \$ 40.09 \$ 41.29	N/A
Trever Parker Senior Planner Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$110.84 \$112.50 \$115.88 \$119.36 \$122.94	\$168.76 \$173.82 \$179.03	\$221.68 \$225.01 \$231.76 \$238.71 \$245.87	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 35.00 \$ 35.53 \$ 36.59 \$ 37.69 \$ 38.82	N/A
Kirk Vodopals Civil Engineer Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$101.34 \$102.86 \$105.95 \$109.13 \$112.40	\$154.29 \$158.92 \$163.69	\$202.68 \$205.72 \$211.89 \$218.25 \$224.80	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 32.00 \$ 32.48 \$ 33.45 \$ 34.46 \$ 35.49	N/A
John Dailey Geotechnical Engineer Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$165.76 \$168.24 \$173.29 \$178.49 \$183.84	\$248.63 \$252.36 \$259.94 \$267.73	\$331.51 \$336.49 \$346.58 \$356.98 \$367.69	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2023	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 52.34 \$ 53.13 \$ 54.72 \$ 56.36 \$ 58.05	N/A
Nathan Downey Drafter	HOME Non Prevailing Wage Work																								\$83.96 \$85.21 \$87.77 \$90.40 \$93.12	\$125.93 \$127.82 \$131.66 \$135.61	\$167.91 \$170.43	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 26.51 \$ 26.91 \$ 27.71 \$ 28.55 \$ 29.40	N/A
Daniel Undell Survey Rodman Non-Exempt Part time	HOME Non Prevailing Wage Work																								\$72.84 \$73.93 \$76.15 \$78.43 \$80.79	\$109.26 \$110.90 \$114.22 \$117.65	\$145.68 \$147.86 \$152.30 \$156.87 \$161.57	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 23.00 \$ 23.35 \$ 24.05 \$ 24.77 \$ 25.51	
Rick Mayberry Civil Engineer Non-Exempt Part time	HOME Non Prevailing Wage Work																								\$205.85 \$208.94 \$215.21 \$221.66 \$228.31	\$313.41 \$322.81 \$332.49	\$411.70 \$417.88 \$430.41 \$443.32 \$456.62	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 65.00 \$ 65.98 \$ 67.95 \$ 69.99 \$ 72.09	N/A
Colin Mateer Planner Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$57.00 \$57.86 \$59.60 \$61.38 \$63.22	\$85.51 \$86.79 \$89.39 \$92.07	\$114.01 \$115.72 \$119.19 \$122.77 \$126.45	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 18.00 \$ 18.27 \$ 18.82 \$ 19.38 \$ 19.96	
Daniel Undell Survey Rodman Non-Exempt Full Time	FIELD Prevailing Wage Work	\$39.06 \$42.06 \$42.06 \$42.06 \$42.06	\$58.59 \$63.09 \$63.09 \$63.09 \$63.09	\$78.12 \$84.12 \$84.12 \$84.12 \$84.12	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$68.99 \$71.99 \$71.99 \$71.99 \$71.99	\$88.52 \$93.02 \$93.02 \$93.02 \$93.02	\$108.05 \$114.05 \$114.05 \$114.05 \$114.05	\$49.31 \$50.05 \$51.55 \$53.10 \$54.69	\$75.07 \$77.33 \$79.65	\$98.62 \$100.10 \$103.10 \$106.20 \$109.38	\$3.90 \$3.90 \$3.90 \$3.90 \$3.90	\$53.21 \$53.95 \$55.45 \$57.00 \$58.59	\$81.23 \$83.55	\$102.52 \$104.00 \$107.00 \$110.10 \$113.28	(\$15.78) (\$18.04) (\$16.54) (\$14.99) (\$13.40)	(\$10.66) (\$14.05) (\$11.79) (\$9.47) (\$7.08)	(\$5.53) (\$10.05) (\$7.05) (\$3.95) (\$0.77)	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$15.78) (\$18.04) (\$16.54) (\$14.99) (\$13.40)	(\$10.66) (\$14.05) (\$11.79) (\$9.47) (\$7.08)	(\$5.53) (\$10.05) (\$7.05) (\$3.95) (\$0.77)	\$206.13 \$215.64 \$215.64 \$215.64 \$215.64	\$267.98 \$282.24 \$282.24 \$282.24	\$329.83 \$348.84 \$348.84 \$348.84 \$348.84	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 49.31 \$ 50.05 \$ 51.55 \$ 53.10 \$ 54.69	N/A
Eric Ward Survey Rodman/Chief Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$89.72 \$91.06 \$93.80 \$96.61 \$99.51	\$140.69 \$144.92	\$179.44 \$182.13 \$187.59 \$193.22 \$199.02	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 28.33 \$ 28.75 \$ 29.62 \$ 30.51 \$ 31.42	
Eric Ward Survey Rodman Non-Exempt Full Time	FIELD Prevailing Wage Work	\$39.06 \$42.06 \$42.06 \$42.06 \$42.06	\$58.59 \$63.09 \$63.09 \$63.09 \$63.09	\$78.12 \$84.12 \$84.12 \$84.12 \$84.12	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$68.99 \$71.99 \$71.99 \$71.99 \$71.99	\$88.52 \$93.02 \$93.02 \$93.02 \$93.02	\$108.05 \$114.05 \$114.05 \$114.05 \$114.05	\$28.33 \$28.75 \$29.62 \$30.51 \$31.42	\$42.50 \$43.13 \$44.43 \$45.76 \$47.13	\$56.66 \$57.51 \$59.24 \$61.01 \$62.84	\$12.61 \$12.61 \$12.61 \$12.61 \$12.61	\$40.94 \$41.36 \$42.23 \$43.12 \$44.03	\$55.11 \$55.74 \$57.04 \$58.37 \$59.74	\$71.85 \$73.62	(\$28.05) (\$30.63) (\$29.76) (\$28.87) (\$27.96)	(\$33.42) (\$37.28) (\$35.98) (\$34.65) (\$33.28)	(\$38.78) (\$43.93) (\$42.20) (\$40.43) (\$38.60)	(\$10.73) (\$13.31) (\$12.44) (\$11.55) (\$10.64)	(\$16.10) (\$19.96) (\$18.66) (\$17.33) (\$15.96)	(\$21.46) (\$26.61) (\$24.88) (\$23.11) (\$21.28)	(\$17.32) (\$17.32) (\$17.32) (\$17.32) (\$17.32)	(\$17.32) (\$17.32) (\$17.32) (\$17.32) (\$17.32)	(\$17.32) (\$17.32) (\$17.32) (\$17.32) (\$17.32)	\$178.55 \$188.05 \$188.05 \$188.05 \$188.05	\$254.65 \$254.65 \$254.65	\$302.25 \$321.25 \$321.25 \$321.25 \$321.25	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 28.33 \$ 28.75 \$ 29.62 \$ 30.51 \$ 31.42	N/A
1. Eric Ward 2. Survey Chief 4. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work	\$48.03	\$67.55 \$72.05 \$72.05 \$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06 \$96.06	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$74.96 \$77.96 \$77.96 \$77.96 \$77.96		\$119.99 \$125.99 \$125.99 \$125.99 \$125.99	\$28.33 \$28.75 \$29.62 \$30.51 \$31.42	\$42.50 \$43.13 \$44.43 \$45.76 \$47.13	\$56.66 \$57.51 \$59.24 \$61.01 \$62.84	\$12.61	\$40.94 \$41.36 \$42.23 \$43.12 \$44.03	\$58.37	\$71.85 \$73.62	(\$34.02) (\$36.60) (\$35.73) (\$34.84) (\$33.93)	(\$42.37) (\$46.23) (\$44.94) (\$43.61) (\$42.23)	(\$50.72) (\$55.87) (\$54.14) (\$52.37) (\$50.54)	(\$16.70) (\$19.28) (\$18.41) (\$17.52) (\$16.61)	(\$25.05) (\$28.91) (\$27.62) (\$26.29) (\$24.91)	(\$33.40) (\$38.55) (\$36.82) (\$35.05) (\$33.22)	(\$17.32) (\$17.32) (\$17.32) (\$17.32) (\$17.32)	(\$17.32) (\$17.32) (\$17.32) (\$17.32) (\$17.32)	(\$17.32) (\$17.32) (\$17.32) (\$17.32) (\$17.32)	\$197.46 \$206.96 \$206.96 \$206.96 \$206.96	\$283.01 \$283.01	\$340.06 \$359.07 \$359.07 \$359.07 \$359.07	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 28.33 \$ 28.75 \$ 29.62 \$ 30.51 \$ 31.42	N/A
Tim Couevas Survey Rodman/Chief Non-Exempt Full Time	HOME Non Prevailing Wage Work																								\$83.99 \$85.25 \$87.80 \$90.44 \$93.15	\$127.87 \$131.71 \$135.66	\$167.97 \$170.49 \$175.61 \$180.88 \$186.30	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 26.52 \$ 26.92 \$ 27.73 \$ 28.56 \$ 29.41	
Tim Couevas Survey Rodman Non-Exempt Full Time	FIELD Prevailing Wage Work		\$58.59 \$63.09 \$63.09 \$63.09 \$63.09	\$78.12 \$84.12 \$84.12 \$84.12 \$84.12	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$68.99 \$71.99 \$71.99 \$71.99 \$71.99	\$88.52 \$93.02 \$93.02 \$93.02 \$93.02	\$108.05 \$114.05 \$114.05 \$114.05 \$114.05	\$26.52 \$26.92 \$27.73 \$28.56 \$29.41	\$39.78 \$40.38 \$41.59 \$42.84 \$44.12	\$53.04 \$53.84 \$55.45 \$57.11 \$58.83	\$8.65 \$8.65 \$8.65 \$8.65 \$8.65	\$35.17 \$35.57 \$36.38 \$37.21 \$38.06	\$48.43 \$49.03 \$50.24 \$51.49 \$52.77	\$62.49 \$64.10	(\$33.82) (\$36.42) (\$35.61) (\$34.78) (\$33.93)	(\$40.09) (\$43.99) (\$42.78) (\$41.53) (\$40.25)	(\$46.36) (\$51.56) (\$49.95) (\$48.29) (\$46.57)	(\$12.54) (\$15.14) (\$14.33) (\$13.50) (\$12.65)	(\$18.81) (\$22.71) (\$21.50) (\$20.25) (\$18.97)	(\$25.08) (\$30.28) (\$28.67) (\$27.01) (\$25.29)	(\$21.28) (\$21.28) (\$21.28) (\$21.28) (\$21.28)	(\$21.28) (\$21.28) (\$21.28) (\$21.28) (\$21.28)	(\$21.28) (\$21.28) (\$21.28) (\$21.28) (\$21.28)	\$191.09 \$200.59 \$200.59 \$200.59 \$200.59	\$267.19 \$267.19 \$267.19	\$314.79 \$333.79 \$333.79 \$333.79 \$333.79	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 26.52 \$ 26.92 \$ 27.73 \$ 28.56 \$ 29.41	N/A
Tim Couevas Survey Chief Non-Exempt Full Time	FIELD Prevailing Wage Work	\$48.03	\$67.55 \$72.05 \$72.05 \$72.05 \$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06 \$96.06	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$74.96 \$77.96 \$77.96 \$77.96 \$77.96	\$97.48 \$101.98 \$101.98 \$101.98 \$101.98	\$119.99 \$125.99 \$125.99 \$125.99 \$125.99	\$26.52 \$26.92 \$27.73 \$28.56 \$29.41	\$39.78 \$40.38 \$41.59 \$42.84 \$44.12	\$53.04 \$53.84 \$55.45 \$57.11 \$58.83	\$8.65	\$35.17 \$35.57 \$36.38 \$37.21 \$38.06	\$50.24	\$64.10	(\$39.79) (\$42.39) (\$41.58) (\$40.75) (\$39.90)	(\$49.05) (\$52.95) (\$51.74) (\$50.49) (\$49.20)	(\$58.30) (\$63.50) (\$61.89) (\$60.23) (\$58.51)	(\$18.51) (\$21.11) (\$20.30) (\$19.47) (\$18.62)	(\$27.77) (\$31.67) (\$30.46) (\$29.21) (\$27.92)	(\$37.02) (\$42.22) (\$40.61) (\$38.95) (\$37.23)	(\$21.28) (\$21.28) (\$21.28) (\$21.28) (\$21.28)	(\$21.28) (\$21.28) (\$21.28) (\$21.28) (\$21.28)	(\$21.28) (\$21.28) (\$21.28) (\$21.28) (\$21.28)	\$210.00 \$219.50 \$219.50 \$219.50 \$219.50	\$295.55 \$295.55	\$352.60 \$371.61 \$371.61 \$371.61 \$371.61	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 26.52 \$ 26.92 \$ 27.73 \$ 28.56 \$ 29.41	N/A
Walter White Survey Chief Exempt Full Time	HOME Non Prevailing Wage Work																					1			\$129.84 \$131.79 \$135.75 \$139.82 \$144.01	\$197.69 \$203.62 \$209.73	\$259.69 \$263.58 \$271.49 \$279.63 \$288.02	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 41.00 \$ 41.62 \$ 42.86 \$ 44.15 \$ 45.47	
Walter White Survey Chief Exempt Full Time	FIELD Prevailing Wage Work	\$45.03 \$48.03 \$48.03 \$48.03 \$48.03	\$67.55 \$72.05 \$72.05 \$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06 \$96.06	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$74.96 \$77.96 \$77.96 \$77.96 \$77.96	\$97.48 \$101.98 \$101.98 \$101.98 \$101.98	\$119.99 \$125.99 \$125.99 \$125.99 \$125.99	\$41.00 \$41.62 \$42.86 \$44.15 \$45.47	\$61.50 \$62.42 \$64.30 \$66.22 \$68.21	\$82.00 \$83.23 \$85.73 \$88.30 \$90.95	\$13.82 \$13.82 \$13.82 \$13.82 \$13.82	\$54.82 \$55.44 \$56.68 \$57.97 \$59.29	\$75.32 \$76.24 \$78.12 \$80.04 \$82.03		(\$20.14) (\$22.53) (\$21.28) (\$19.99) (\$18.67)	(\$22.16) (\$25.73) (\$23.86) (\$21.93) (\$19.94)	(\$24.17) (\$28.94) (\$26.44) (\$23.87) (\$21.22)	(\$4.03) (\$6.42) (\$5.17) (\$3.88) (\$2.56)	(\$6.05) (\$9.62) (\$7.75) (\$5.82) (\$3.83)	(\$8.06) (\$12.83) (\$10.33) (\$7.76) (\$5.11)	(\$16.11) (\$16.11) (\$16.11) (\$16.11) (\$16.11)	(\$16.11) (\$16.11) (\$16.11) (\$16.11) (\$16.11)	(\$16.11) (\$16.11) (\$16.11) (\$16.11) (\$16.11)	\$193.63 \$203.13 \$203.13 \$203.13 \$203.13	\$279.18 \$279.18	\$336.23 \$355.23 \$355.23 \$355.23 \$355.23	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 41.00 \$ 41.62 \$ 42.86 \$ 44.15 \$ 45.47	N/A
1. Giovanni Vadurro 2. Geotechnical Driller Group 3 4. Non-Exempt 5. Full Time	HOME Non Prevailing Wage Work																								\$148.28 \$150.50 \$155.01 \$159.66 \$164.45	\$225.75 \$232.52 \$239.50	\$296.55 \$301.00 \$310.03 \$319.33 \$328.91	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50%	\$ 46.82 \$ 47.52 \$ 48.95 \$ 50.42 \$ 51.93	
1. Glovanni Vadurro 2. Geotechnical Driller Group 3 4. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41 \$43.41	\$61.25 \$65.12 \$65.12 \$65.12 \$65.12	\$81.66 \$86.82 \$86.82 \$86.82 \$86.82	\$30.99 \$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40 \$74.40	\$92.24 \$96.11 \$96.11 \$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81 \$117.81	\$46.82 \$47.52 \$48.95 \$50.42 \$51.93	\$70.23 \$71.28 \$73.42 \$75.62 \$77.89	\$93.64 \$95.04 \$97.90 \$100.83 \$103.86	\$16.84 \$16.84 \$16.84 \$16.84 \$16.84	\$63.66 \$64.36 \$65.79 \$67.26 \$68.77	\$87.07 \$88.12 \$90.26 \$92.46 \$94.73	\$110.48 \$111.88 \$114.74 \$117.67 \$120.70	(\$8.16) (\$10.04) (\$8.61) (\$7.14) (\$5.63)	(\$5.16) (\$7.98) (\$5.84) (\$3.64) (\$1.37)	(\$2.17) (\$5.93) (\$3.07) (\$0.14) \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	(\$8.16) (\$10.04) (\$8.61) (\$7.14) (\$5.63)	(\$5.16) (\$7.98) (\$5.84) (\$3.64) (\$1.37)	(\$2.17) (\$5.93) (\$3.07) (\$0.14) \$0.00	\$174.12 \$182.29 \$182.29 \$182.29 \$182.29	\$238.77 \$251.03 \$251.03 \$251.03 \$251.03	\$303.42 \$319.76 \$319.76 \$319.76 \$328.91	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 46.82 \$ 47.52 \$ 48.95 \$ 50.42 \$ 51.93	N/A

2. Geotechnical Driller Group 3 N I. Non-Exempt 5. Full Time	HOME Ion Prevailing Wage Work																								\$90.29 \$91.64 \$94.39 \$97.22 \$100.14	\$135.43 \$137.46 \$141.59 \$145.84 \$150.21	\$180.58 \$183.29 \$188.79 \$194.45 \$200.28	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 28.51 \$ 28.94 \$ 29.81 \$ 30.70 \$ 31.62	
I. Paul Sundberg 2. Geotechnical Driller Group 3 1. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41 \$43.41	\$65.12		\$30.99 \$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40 \$74.40	\$92.24 \$96.11 \$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81 \$117.81	\$28.51 \$28.94 \$29.81 \$30.70 \$31.62		\$57.02 \$57.88 \$59.61 \$61.40 \$63.24	\$10.73 \$10.73 \$10.73 \$10.73 \$10.73	\$39.24 \$39.67 \$40.54 \$41.43 \$42.35	\$53.50 \$54.14 \$55.44 \$56.78 \$58.16		(\$32.58) (\$34.73) (\$33.86) (\$32.97) (\$32.05)	(\$38.74) (\$41.97) (\$40.67) (\$39.33) (\$37.94)	(\$44.90) (\$49.20) (\$47.47) (\$45.68) (\$43.84)	(\$12.32) (\$14.47) (\$13.60) (\$12.71) (\$11.79)	(\$18.48) (\$21.71) (\$20.41) (\$19.07) (\$17.68)	(\$24.64) (\$28.94) (\$27.21) (\$25.42) (\$23.58)	(\$20.26) (\$20.26) (\$20.26) (\$20.26) (\$20.26)	(\$20.26) (\$20.26) (\$20.26) (\$20.26) (\$20.26)	(\$20.26) (\$20.26) (\$20.26) (\$20.26) (\$20.26)	\$193.47 \$201.64 \$201.64 \$201.64 \$201.64	\$258.12 \$270.38 \$270.38 \$270.38 \$270.38	\$322.77 \$339.11 \$339.11 \$339.11 \$339.11	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025		\$ 28.51 \$ 28.94 \$ 29.81 \$ 30.70 \$ 31.62	N
I. Jason Buck 2. Geologist N. Non-Exempt 5. Full Time	HOME Ion Prevailing Wage Work																		1		I				\$131.14 \$133.11 \$137.10 \$141.22 \$145.45	\$196.71 \$199.66 \$205.65 \$211.82 \$218.18	\$262.28 \$266.22 \$274.21 \$282.43 \$290.90	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025		\$ 41.41 \$ 42.03 \$ 43.29 \$ 44.59 \$ 45.93	N
I. Jason Buck 2. Geotechnical Driller Group 3 I. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work		\$65.12 \$65.12 \$65.12	\$81.66 \$86.82 \$86.82 \$86.82 \$86.82	\$30.99 \$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40 \$74.40	\$92.24 \$96.11 \$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81 \$117.81	\$41.41 \$42.03 \$43.29 \$44.59 \$45.93	\$62.12 \$63.05 \$64.94 \$66.89 \$68.89	\$82.82 \$84.06 \$86.58 \$89.18 \$91.86	\$6.76 \$6.76 \$6.76	\$48.17 \$48.79 \$50.05 \$51.35 \$52.69	\$68.88 \$69.81 \$71.70 \$73.65 \$75.65	\$89.58 \$90.82 \$93.34 \$95.94 \$98.62	(\$23.65) (\$25.61) (\$24.35) (\$23.05) (\$21.71)	(\$23.36) (\$26.30) (\$24.41) (\$22.46) (\$20.45)	(\$23.07) (\$26.99) (\$24.47) (\$21.87) (\$19.19)	\$0.00 (\$1.38) (\$0.12) \$0.00 \$0.00	\$0.00 (\$2.07) (\$0.18) \$0.00 \$0.00	\$0.00 (\$2.76) (\$0.24) \$0.00 \$0.00	(\$23.65) (\$24.23) (\$24.23) (\$23.05) (\$21.71)	(\$23.36) (\$24.23) (\$24.23) (\$22.46) (\$20.45)	(\$23.07) (\$24.23) (\$24.23) (\$21.87) (\$19.19)	\$206.04 \$214.21 \$214.21 \$214.21 \$214.21	\$270.69 \$282.95 \$282.95 \$282.95 \$282.95	\$335.35 \$351.69 \$351.69 \$351.69 \$351.69	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 41.41 \$ 42.03 \$ 43.29 \$ 44.59 \$ 45.93	·
I. Jason Buck 2. Survey Rodman	FIELD Prevailing Wage Work	\$39.06 \$42.06 \$42.06 \$42.06 \$42.06	\$63.09 \$63.09	\$78.12 \$84.12 \$84.12 \$84.12 \$84.12	\$29.93 \$29.93 \$29.93 \$29.93 \$29.93	\$68.99 \$71.99 \$71.99 \$71.99 \$71.99	\$88.52 \$93.02 \$93.02 \$93.02 \$93.02	\$114.05 \$114.05 \$114.05	\$41.41 \$42.03 \$43.29 \$44.59 \$45.93	\$62.12 \$63.05 \$64.94 \$66.89 \$68.89	\$82.82 \$84.06 \$86.58 \$89.18 \$91.86	\$6.76 \$6.76 \$6.76 \$6.76 \$6.76	\$48.17 \$48.79 \$50.05 \$51.35 \$52.69	\$68.88 \$69.81 \$71.70 \$73.65 \$75.65	\$89.58 \$90.82 \$93.34 \$95.94 \$98.62	(\$20.82) (\$23.20) (\$21.94) (\$20.64) (\$19.30)	(\$19.65) (\$23.21) (\$21.32) (\$19.37) (\$17.37)	(\$18.47) (\$23.23) (\$20.71) (\$18.11) (\$15.43)	\$0.00 (\$0.03) \$0.00 \$0.00 \$0.00	\$0.00 (\$0.04) \$0.00 \$0.00 \$0.00	\$0.00 (\$0.06) \$0.00 \$0.00 \$0.00	(\$20.82) (\$23.17) (\$21.94) (\$20.64) (\$19.30)	(\$19.65) (\$23.17) (\$21.32) (\$19.37) (\$17.37)	(\$18.47) (\$23.17) (\$20.71) (\$18.11) (\$15.43)	\$197.08 \$206.58 \$206.58 \$206.58 \$206.58	\$258.93 \$273.18 \$273.18 \$273.18 \$273.18	\$320.78 \$339.78 \$339.78 \$339.78 \$339.78	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 41.41 \$ 42.03 \$ 43.29 \$ 44.59 \$ 45.93	ı
I. Jason Buck 2. Survey Chief	FIELD Prevailing Wage Work	\$45.03 \$48.03 \$48.03 \$48.03 \$48.03	\$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06 \$96.06	\$29.93 \$29.93	\$74.96 \$77.96 \$77.96 \$77.96 \$77.96	\$97.48 \$101.98 \$101.98 \$101.98 \$101.98	\$119.99 \$125.99 \$125.99 \$125.99 \$125.99	\$41.41 \$42.03 \$43.29 \$44.59 \$45.93	\$64.94 \$66.89	\$82.82 \$84.06 \$86.58 \$89.18 \$91.86	\$6.76 \$6.76 \$6.76 \$6.76 \$6.76	\$48.17 \$48.79 \$50.05 \$51.35 \$52.69	\$68.88 \$69.81 \$71.70 \$73.65 \$75.65	\$89.58 \$90.82 \$93.34 \$95.94 \$98.62	(\$26.79) (\$29.17) (\$27.91) (\$26.61) (\$25.27)	(\$28.60) (\$32.17) (\$30.28) (\$28.33) (\$26.32)	(\$30.41) (\$35.17) (\$32.65) (\$30.05) (\$27.37)	(\$3.62) (\$6.00) (\$4.74) (\$3.44) (\$2.10)	(\$5.43) (\$9.00) (\$7.11) (\$5.16) (\$3.15)	(\$7.24) (\$12.00) (\$9.48) (\$6.88) (\$4.20)	(\$23.17) (\$23.17) (\$23.17) (\$23.17) (\$23.17)	(\$23.17) (\$23.17) (\$23.17) (\$23.17) (\$23.17)	(\$23.17) (\$23.17) (\$23.17) (\$23.17) (\$23.17)	\$215.98 \$225.48 \$225.48 \$225.48 \$225.48	\$287.29 \$301.54 \$301.54 \$301.54 \$301.54	\$377.59	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00%	\$ 41.41 \$ 42.03 \$ 43.29 \$ 44.59 \$ 45.93	ı
I. Harrison Hummel 2. Survey Rodman	HOME Ion Prevailing Wage Work		·	·								·	·						•				·		\$109.29 \$112.57	\$173.92	\$218.58 \$225.14 \$231.89	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 34.00 \$ 34.51 \$ 35.55 \$ 36.61 \$ 37.71	ı
I. Harrison Hummel 2. Survey Rodman	FIELD Prevailing Wage Work		\$63.09 \$63.09	\$84.12 \$84.12	\$29.93 \$29.93 \$29.93 \$29.93	\$68.99 \$71.99 \$71.99 \$71.99 \$71.99	\$88.52 \$93.02 \$93.02 \$93.02 \$93.02	\$108.05 \$114.05 \$114.05 \$114.05 \$114.05	\$34.00 \$34.51 \$35.55 \$36.61 \$37.71	\$53.32	\$68.00 \$69.02 \$71.09 \$73.22 \$75.42	\$4.74	\$38.74 \$39.25 \$40.29 \$41.35 \$42.45	\$55.74 \$56.51 \$58.06 \$59.66 \$61.31	\$72.74 \$73.76 \$75.83 \$77.96 \$80.16	(\$30.25) (\$32.74) (\$31.70) (\$30.64) (\$29.54)	(\$32.78) (\$36.52) (\$34.96) (\$33.36) (\$31.71)	(\$35.31) (\$40.29) (\$38.22) (\$36.09)	(\$5.06) (\$7.55) (\$6.51) (\$5.45)	(\$7.59) (\$11.33) (\$9.77) (\$8.17)	(\$10.12) (\$15.10) (\$13.03) (\$10.90) (\$8.70)	(\$25.19) (\$25.19) (\$25.19) (\$25.19) (\$25.19)	(\$25.19) (\$25.19) (\$25.19) (\$25.19) (\$25.19)	(\$25.19) (\$25.19) (\$25.19) (\$25.19) (\$25.19)	\$203.47 \$212.98 \$212.98 \$212.98 \$212.98	\$265.32 \$279.58 \$279.58 \$279.58 \$279.58	\$346.18 \$346.18 \$346.18	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00% 1.50% 3.00% 3.00%	\$ 34.00 \$ 34.51 \$ 35.55 \$ 36.61 \$ 37.71	ı
I. Harrison Hummel 2. Survey Chief	FIELD Prevailing Wage Work	\$45.03 \$48.03 \$48.03 \$48.03	\$67.55 \$72.05 \$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06	\$29.93 \$29.93 \$29.93 \$29.93	\$74.96 \$77.96 \$77.96 \$77.96	\$97.48 \$101.98 \$101.98 \$101.98	\$119.99 \$125.99 \$125.99	\$34.00 \$34.51 \$35.55 \$36.61	\$51.00 \$51.77 \$53.32 \$54.92	\$68.00 \$69.02 \$71.09 \$73.22	\$4.74 \$4.74 \$4.74 \$4.74	\$38.74	\$55.74 \$56.51 \$58.06 \$59.66	\$72.74 \$73.76 \$75.83 \$77.96	(\$36.22) (\$38.71) (\$37.67) (\$36.61)	(\$41.74) (\$45.47) (\$43.92) (\$42.32)	(\$47.25) (\$52.23) (\$50.16) (\$48.03)	(\$11.03) (\$13.52) (\$12.48) (\$11.42)	(\$16.55) (\$20.28) (\$18.73) (\$17.13)	(\$22.06) (\$27.04) (\$24.97) (\$22.84)	(\$25.19) (\$25.19) (\$25.19) (\$25.19) (\$25.19)	(\$25.19) (\$25.19) (\$25.19) (\$25.19) (\$25.19)	(\$25.19) (\$25.19) (\$25.19) (\$25.19) (\$25.19)	\$222.38 \$231.88 \$231.88 \$231.88	\$293.68 \$307.94 \$307.94	\$364.99 \$383.99 \$383.99 \$383.99	2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2021 2/25/2022 2/25/2023 2/25/2024	0.00%	\$ 34.00 \$ 34.51 \$ 35.55 \$ 36.61 \$ 37.71	ı
I. Anson Call 2. Geotechnical Driller	HOME Ion Prevailing Wage Work	\$40.03	\$12.00	\$30.00	\$25.53	\$77.50	\$101.50	\$123.88	\$31.71	\$30.37	\$10.42	\$4.74	342.43	301.31	\$80.10	(\$30.31)	(\$40.07)	(\$43.83)	(\$10.32)	(\$13.46)	(320.04)	(\$23.18)	(\$23.18)	(\$20.15)	\$98.59 \$100.07 \$103.07 \$106.16	\$147.88 \$150.10 \$154.60	\$197.17 \$200.13 \$206.13 \$212.32	2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2021 2/25/2022 2/25/2022 2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00%	\$ 31.13 \$ 31.60 \$ 32.54 \$ 33.52 \$ 34.53	ı
I. Anson Call 2. Geotechnical Driller	Work	\$40.83 \$43.41 \$43.41 \$43.41 \$43.41	\$65.12		\$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40 \$74.40	\$96.11	\$112.65 \$117.81 \$117.81 \$117.81 \$117.81	\$31.13 \$31.60 \$32.54 \$33.52 \$34.53	\$50.28	\$62.26 \$63.19 \$65.09 \$67.04 \$69.05	\$10.99	\$42.12 \$42.59 \$43.53 \$44.51 \$45.52	\$57.69 \$58.39 \$59.81 \$61.27 \$62.78	\$78.03	(\$29.70) (\$31.81) (\$30.87) (\$29.89)	(\$34.55) (\$37.72) (\$36.30) (\$34.83)	(\$39.40) (\$43.63) (\$41.73) (\$39.78)	(\$9.70) (\$11.81) (\$10.87) (\$9.89)	(\$14.55) (\$17.72) (\$16.30) (\$14.83)	(\$19.40) (\$23.63) (\$21.73) (\$19.78)	(\$20.00) (\$20.00) (\$20.00) (\$20.00)	(\$20.00) (\$20.00) (\$20.00) (\$20.00)	(\$20.00) (\$20.00) (\$20.00) (\$20.00)	\$192.64	\$257.30 \$269.55 \$269.55 \$269.55	\$321.95	2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2025	0.00%	\$ 31.13 \$ 31.60 \$ 32.54 \$ 33.52 \$ 34.53	ı
I. Anson Call 2. Construction Inspector-	<u> </u>	\$47.17 \$50.62 \$50.62 \$50.62	\$70.76 \$75.93 \$75.93	\$94.34 \$101.24	\$30.99 \$30.99 \$30.99	\$78.16 \$81.61 \$81.61 \$81.61	\$101.75 \$106.92	\$125.33 \$132.23 \$132.23	\$31.13 \$31.60 \$32.54	\$46.70 \$47.40 \$48.82	\$62.26 \$63.19	\$10.99 \$10.99 \$10.99 \$10.99	\$42.12 \$42.59 \$43.53		\$73.25 \$74.18 \$76.08	(\$36.04) (\$39.02) (\$38.08) (\$37.10)	(\$44.06) (\$48.53) (\$47.11) (\$45.65)	(\$52.08) (\$58.05) (\$56.15) (\$54.20)	(\$16.04) (\$19.02) (\$18.08) (\$17.10)	(\$24.06) (\$28.53) (\$27.11) (\$25.65)	(\$32.08) (\$38.05) (\$36.15) (\$34.20)	(\$20.00) (\$20.00) (\$20.00) (\$20.00)	(\$20.00) (\$20.00) (\$20.00) (\$20.00)	(\$20.00) (\$20.00) (\$20.00) (\$20.00)	\$212.72 \$223.65	S287 41	\$362.11 \$383.96 \$383.96 \$383.96	2/26/2020	2/25/2021 2/25/2022 2/25/2023	0.009/	\$ 31.13 \$ 31.60 \$ 32.54 \$ 33.52 \$ 34.53	ı
I. Christina Tipp 2. Civil Eng/Geotechnical	HOME Ion Prevailing Wage Work	455.02	970.00	\$101.Z4	\$30.55	\$51.01	\$100.02	VIOZ.23	\$34.00	\$51.75	\$00.00	\$10.55	V-10.02	\$0Z.70	\$00.04	(\$30.03)	(644-14)	(932.13)	(\$10.00)	(024.14)	(602.15)	(\$20.00)	(\$20.00)	(\$25.55)	\$120.34 \$122.15 \$125.81 \$129.59 \$133.47	\$180.51 \$183.22 \$188.72 \$194.38	\$240.69 \$244.30	2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2021 2/25/2022 2/25/2023 2/25/2024 2/25/2024	0.00%	\$ 38.00 \$ 38.57 \$ 39.73 \$ 40.92 \$ 42.15	
I. Christina Tipp 2. Civil Eng/Geotechnical Driller - Group 3 3. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41	\$65.12 \$65.12	\$81.66 \$86.82 \$86.82 \$86.82	\$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40	\$92.24 \$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81	\$38.00 \$38.57 \$39.73 \$40.92	\$57.00 \$57.86 \$59.59 \$61.38	\$76.00 \$77.14 \$79.45 \$81.84	\$9.98	\$47.98 \$48.55 \$49.71 \$50.90	\$66.98 \$67.84 \$69.57 \$71.36	\$85.98 \$87.12 \$89.43 \$91.82	(\$23.84) (\$25.85) (\$24.69) (\$23.50)	(\$25.26) (\$28.27) (\$26.53) (\$24.75)	(\$26.67) (\$30.69) (\$28.38) (\$25.99)	(\$2.83) (\$4.84) (\$3.68) (\$2.49)	(\$4.25) (\$7.26) (\$5.52) (\$3.74)	(\$5.66) (\$9.68) (\$7.37) (\$4.98)	(\$21.01) (\$21.01) (\$21.01) (\$21.01)	(\$21.01) (\$21.01) (\$21.01) (\$21.01)	(\$21.01) (\$21.01) (\$21.01) (\$21.01)	\$195.84 \$204.01	\$260.50 \$272.75	\$325.15 \$341.49	2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2021 2/25/2022 2/25/2023 2/25/2024		\$ 38.00 \$ 38.57 \$ 39.73 \$ 40.92	ı
Dave Gonzales Materials Testing N Non-Exempt	HOME Ion Prevailing Wage Work	\$43.41	\$05.12	\$00.02	\$30.99	\$74.40	\$96.11	\$117.61	\$42.15	\$63.22	\$04.29	\$9.90	\$52.13	\$13.20	\$94.27	(\$22.21)	(\$22.91)	(\$23.54)	(\$1.26)	(\$1.90)	(\$2.53)	(\$21.01)	(\$21:01)	(\$21.01)	\$109.16 \$112.43	\$163.74 \$168.65	\$224.87	2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2021 2/25/2021 2/25/2022 2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 32.97 \$ 33.46 \$ 34.47 \$ 35.50 \$ 36.57	ı
Non-Exempt	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41 \$43.41	\$65.12 \$65.12		\$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40 \$74.40	\$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81 \$117.81	\$32.97 \$33.46 \$34.47 \$35.50 \$36.57	\$49.46 \$50.20 \$51.70 \$53.25 \$54.85	\$65.94 \$66.93 \$68.94 \$71.01	\$14.52	\$47.49 \$47.98 \$48.99 \$50.02 \$51.09	\$63.98 \$64.72 \$66.22 \$67.77	\$80.46 \$81.45 \$83.46 \$85.53	(\$24.33) (\$26.42) (\$25.41) (\$24.38)	(\$28.26) (\$31.39) (\$29.88) (\$28.33)	(\$32.19) (\$36.36) (\$34.35) (\$32.28)	(\$7.86) (\$9.95) (\$8.94) (\$7.91)	(\$11.79) (\$14.92) (\$13.41) (\$11.86)	(\$15.72) (\$19.89) (\$17.88) (\$15.81)	(\$16.47) (\$16.47) (\$16.47) (\$16.47)	(\$16.47) (\$16.47) (\$16.47) (\$16.47)	(\$16.47) (\$16.47) (\$16.47) (\$16.47)	\$115.81 \$181.46 \$189.64 \$189.64 \$189.64	\$246.12 \$258.37 \$258.37	\$310.77 \$327.11	2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2021 2/25/2022 2/25/2022 2/25/2023 2/25/2024		\$ 32.97 \$ 33.46 \$ 34.47 \$ 35.50 \$ 36.57	ı
Non-Exempt	HOME Ion Prevailing Wage Work	\$43.41	\$05.12	\$00.02	\$30.99	\$74.40	\$90.11	\$117.81	\$36.57	\$54.05	\$73.14	\$14.52	\$51.09	\$09.37	\$67.00	(\$23.31)	(\$20.73)	(\$30.15)	(\$0.04)	(\$10.26)	(\$13.00)	(\$10.47)	(\$10.47)	(\$16.47)	\$104.51 \$106.08 \$109.26 \$112.54	\$156.76 \$159.11 \$163.89 \$168.80	\$209.02 \$212.15 \$218.52 \$225.07	2/26/2020 2/26/2021 2/26/2022 2/26/2022 2/26/2023	2/25/2021 2/25/2021 2/25/2022 2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00% 3.00%	\$ 33.00 \$ 33.50 \$ 34.50 \$ 35.53	ı
Non-Exempt	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41	\$65.12 \$65.12 \$65.12	\$81.66 \$86.82 \$86.82 \$86.82 \$86.82	\$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40	\$96.11 \$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81	\$33.50 \$34.50 \$35.53	\$50.24 \$51.75 \$53.30	\$66.99 \$69.00 \$71.07	\$9.86 \$9.86 \$9.86	\$43.36 \$44.36 \$45.39	\$59.36 \$60.10 \$61.61 \$63.16	\$75.86 \$76.85 \$78.86 \$80.93	(\$28.96) (\$31.05) (\$30.04) (\$29.01)	(\$32.88) (\$36.00) (\$34.50) (\$32.94)	(\$36.79) (\$40.96) (\$38.95) (\$36.88)	(\$7.83) (\$9.92) (\$8.91) (\$7.88)	(\$11.75) (\$14.87) (\$13.37) (\$11.81)	(\$15.66) (\$19.83) (\$17.82) (\$15.75)	(\$21.13) (\$21.13) (\$21.13) (\$21.13)	(\$21.13) (\$21.13) (\$21.13) (\$21.13)	(\$21.13) (\$21.13) (\$21.13) (\$21.13)	\$204.39 \$204.39 \$204.39	\$260.88	\$325.53 \$341.87 \$341.87 \$341.87	2/26/2020 2/26/2021 2/26/2022 2/26/2022 2/26/2023	2/25/2021 2/25/2021 2/25/2022 2/25/2023 2/25/2024	0.00%	\$ 33.00 \$ 33.50 \$ 34.50 \$ 35.53	ı
Non-Exempt	HOME Ion Prevailing Wage Work	\$43.41	\$65.12	\$86.82	\$30.99	\$74.40	\$96.11	\$117.81	\$36.60	\$54.90	\$73.20	\$9.86	\$46.46	\$64.76	\$83.06	(\$27.94)	(\$31.34)	(\$34.75)	(\$6.81)	(\$10.21)	(\$13.62)	(\$21.13)	(\$21.13)	(\$21.13)	\$58.52 \$59.40 \$61.18 \$63.02	\$87.79 \$89.10 \$91.78 \$94.53	\$117.05 \$118.81 \$122.37 \$126.04	2/26/2024 2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2025 2/25/2021 2/25/2022 2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00%	\$ 36.60 \$ 18.48 \$ 18.76 \$ 19.32 \$ 19.90	ı
Non-Exempt	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41	\$65.12	\$81.66 \$86.82 \$86.82 \$86.82	\$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40	\$96.11	\$112.65 \$117.81 \$117.81 \$117.81	\$19.90	\$27.72 \$28.14 \$28.98 \$29.85	\$36.96 \$37.51 \$38.64 \$39.80 \$40.99	\$3.77	\$22.25 \$22.53 \$23.09 \$23.67	\$31.49 \$31.91 \$32.75 \$33.62	\$40.73 \$41.28 \$42.41 \$43.57	(\$49.57) (\$51.87) (\$51.31) (\$50.73)	(\$60.75) (\$64.20) (\$63.36) (\$62.49)	(\$71.92) (\$76.53) (\$75.40) (\$74.24)	(\$22.35) (\$24.65) (\$24.09) (\$23.51)	(\$33.53) (\$36.98) (\$36.14) (\$35.27)	(\$44.70) (\$49.31) (\$48.18) (\$47.02)	(\$27.22) (\$27.22) (\$27.22) (\$27.22)	(\$27.22) (\$27.22) (\$27.22) (\$27.22)	(\$27.22) (\$27.22) (\$27.22) (\$27.22)	\$223.68	\$280.16 \$292.42 \$292.42	\$129.82 \$344.81 \$361.16 \$361.16 \$361.16	2/26/2024 2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2025 2/25/2021 2/25/2022 2/25/2023 2/25/2024	3.00% 0.00% 1.50% 3.00% 3.00%	\$ 20.50 \$ 18.48 \$ 18.76 \$ 19.32 \$ 19.90 \$ 20.50	i
I. Non-Exempt	HOME Ion Prevailing Wage Work	<i>\$</i> 45.41	g05.1Z	\$00.8Z	\$30.99	\$74.40	\$96.11	\$117.81	\$20.50	\$30.74	\$40.99	\$5.77	\$29.21	\$39.51	\$44./6	(\$50.13)	(\$01:59)	(\$73.05)	(\$22.91)	(304.37)	(\$45.83)	(521.22)	(521 22)	(\$21.22)	\$223.68 \$111.16 \$112.83 \$116.21 \$119.70	\$166.74 \$169.24 \$174.32 \$179.55	\$222.32 \$225.65 \$232.42 \$239.39	2/26/2024 2/26/2020 2/26/2021 2/26/2022 2/26/2023	2/25/2025 2/25/2021 2/25/2022 2/25/2023 2/25/2024	0.00% 1.50% 3.00% 3.00%	\$ 35.10 \$ 35.63 \$ 36.70 \$ 37.80	i
5. Full Time I. Stephen James 2. Materials Testing 3roup 3 1. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work	\$40.83 \$43.41 \$43.41 \$43.41 \$43.41	\$65.12	\$81.66 \$86.82 \$86.82 \$86.82 \$86.82	\$30.99 \$30.99 \$30.99 \$30.99	\$71.82 \$74.40 \$74.40 \$74.40 \$74.40	\$92.24 \$96.11 \$96.11 \$96.11	\$112.65 \$117.81 \$117.81 \$117.81 \$117.81	\$35.10 \$35.63 \$36.70 \$37.80 \$38.93	\$52.65 \$53.44 \$55.04 \$56.69 \$58.40	\$70.20 \$71.25 \$73.39 \$75.59	\$13.29	\$48.39 \$48.92 \$49.99 \$51.09	\$65.94 \$66.73 \$68.33 \$69.98 \$71.69	\$83.49 \$84.54 \$86.68 \$88.88 \$91.15	(\$23.43) (\$25.48) (\$24.41) (\$23.31)	(\$26.30) (\$29.38) (\$27.77) (\$26.12)	(\$29.16) (\$33.27) (\$31.13) (\$28.93)	(\$5.73) (\$7.78) (\$6.71) (\$5.61)	(\$8.59) (\$11.68) (\$10.07) (\$8.42)	(\$11.46) (\$15.57) (\$13.43) (\$11.23)	(\$17.70) (\$17.70) (\$17.70) (\$17.70)	(\$17.70) (\$17.70) (\$17.70) (\$17.70)	(\$17.70)	\$123.29 \$185.36 \$193.53 \$193.53 \$193.53	\$250.01	\$246.58 \$314.67 \$331.01 \$331.01	2/26/2024 2/26/2020 2/26/2021 2/26/2022 2/26/2023 2/26/2024	2/25/2025 2/25/2021 2/25/2022 2/25/2023 2/25/2024	3.00% 0.00% 1.50% 3.00% 3.00% 3.00%	\$ 38.93 \$ 35.10 \$ 35.63 \$ 36.70 \$ 37.80 \$ 38.93	ı

Nel Nichols Materials Testing Non-Exempt Full Time	HOME Non Prevailing Wage Work		\$67.50 \$101.2 \$69.53 \$104.2 \$71.61 \$107.4	9 \$139.06 2 \$143.23	2/26/2021 2/26/2022	2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	21.00 21.32 21.95 22.61 23.29
1. Nel Nichols 2. Materials Testing Group 3 4. Non-Exempt 5. Full Time	FIELD Prevailing Wage Work	\$43.41 \$65.12 \$86.82 \$30.99 \$74.40 \$96.11 \$117.81 \$21.32 \$31.97 \$42.63 \$3.09 \$24.40 \$36.11 \$117.81 \$21.32 \$31.97 \$42.63 \$3.09 \$24.40 \$36.11 \$117.81 \$21.32 \$31.97 \$42.63 \$3.09 \$24.40 \$36.11 \$117.81 \$21.35 \$31.97 \$42.63 \$3.09 \$32.40 \$35.05 \$45.71 \$(\$50.01) \$(\$51.05) \$(\$72.10) \$(\$22.10) \$(\$33.4) \$(\$44.19) \$(\$27.91) \$(2217.69 \$282.3 2225.86 \$294.6 2225.86 \$294.6 2225.86 \$294.6	\$363.34 \$363.34 \$363.34	2/26/2021	2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	21.00 21.32 21.95 22.61 23.29
Ramiro Massa Survey Rodman/Chief Non-Exempt Part time	HOME Non Prevailing Wage Work			4 \$150.18 1 \$154.69	2/26/2021	2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	22.68 23.02 3 23.71 5 24.42 5 25.15
Ramiro Massa Survey Rodman Non-Exempt Part time	FIELD Prevailing Wage Work	\$22.06 \$83.09 \$84.12 \$29.93 \$71.99 \$93.02 \$114.05 \$23.02 \$34.55 \$46.04 \$0.00 \$22.02 \$34.55 \$46.04 \$68.67 \$1,556.49 \$68.68 \$1,556.57 \$47.42 \$68.62 \$1,5	2218.49 \$280.3 2227.99 \$294.5 2227.99 \$294.5 2227.99 \$294.5 2227.99 \$294.5	9 \$361.19 9 \$361.19 9 \$361.19	2/26/2021 2/26/2022 2/26/2023	2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	22.68 23.02 3 23.71 5 24.42 5 25.15
Ramiro Massa Survey Chief Non-Exempt Part time	FIELD Prevailing Wage Work	\$48.03 \$77.05 \$96.06 \$29.93 \$77.96 \$101.98 \$125.99 \$23.02 \$34.53 \$46.04 \$50.00 \$23.02 \$34.53 \$46.04 \$65.4.94 \$6	246.89 \$322.9 246.89 \$322.9 246.89 \$322.9	\$399.00 \$399.00 \$399.00	2/26/2021 2/26/2022	2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	22.68 23.02 3.71 4.42 5.25.15
Matt Herman Survey Chief Exempt Full Time	HOME Non Prevailing Wage Work		158.50 \$237.7 163.26 \$244.8 168.16 \$252.2	\$317.01 \$326.52 \$336.31	2/26/2022	2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	49.31 5 50.05 5 51.55 5 53.10 5 54.69
Matt Herman Survey Chief Exempt Full Time	FIELD Prevailing Wage Work	\$48.03 \$77.05 \$96.06 \$2993 \$77.96 \$101.98 \$125.99 \$50.05 \$75.07 \$100.10 \$13.37 \$58.42 \$88.44 \$113.47 \$(314.54) \$(313.5) \$(312.52) \$0.00 \$0.00 \$0.00 \$(314.54) \$(313.5) \$(312.52) \$9.50 \$101.98 \$125.99 \$51.05 \$77.33 \$103.10 \$13.37 \$58.42 \$98.04 \$113.47 \$(313.64) \$(313.64) \$(312.52) \$0.00 \$0.00 \$0.00 \$(314.54) \$(313.64	195.05 \$266.3 1204.55 \$280.6 1204.55 \$280.6 1204.55 \$280.6 1204.55 \$280.6 1204.55 \$280.6 1204.55 \$280.6	356.66 356.66 356.66		2/25/2022 2/25/2023 2/25/2024	0.00% \$ 1.50% \$ 3.00% \$ 3.00% \$ 3.00% \$	49.31 5 50.05 5 51.55 5 53.10 5 54.69

Exhibit 10-H2 Cost Proposal

EXHIBIT 10-H COST PROPOSAL Page 2 of 2

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

 Consultant
 SHN
 □ Prime Consultant
 X Subconsultant

 Project No.
 DPW2019-001
 Contract No.
 Date
 1/2/2020

Project No. DPW2019-001 Contract No.	_	Date	1/2/2020	-	
SCHEDULE OF OTHER	R DIRECT COST	ITEMS			
DESCRIPTION OF ITEMS	QUANTITY	UNIT	UNIT COST		TOTAL
Travel					
A. Mileage (personal, company)	800	mile (at IRS Rate)	\$ 0.575	\$	460.00
B. Vehicle	8	day	\$ 50.00	\$	400.00
C. Tolls		per toll	at cost		
D. Parking			at cost		
E. Rental Vehicle and Gas			at cost		
F. Lodging			at cost		
G. Meals			at cost		
H. Related Incidentals			at cost		
E. Rental Vehicle and Gas			at cost		
Survey					
F. GPS Station	4	day*	\$ 300.00	\$	1,200.00
G. Level		day*	\$ 25.00	\$	-
H. Resource GPS		day*	\$ 150.00	\$	-
I. Robotic Total Station		day	\$ 200.00	\$	-
J. Total Station		hour	\$ 7.50	\$	-
K. Total Station w/Data Collector	8	day	\$ 100.00	\$	800.00
L. Toughbook	4	day*	\$ 150.00	\$	600.00
M. Trimble GeoXT GPS Unit	4	day*	\$ 150.00	\$	600.00
Laboratory Tests					
N. Asphalt Briquette Compaction		each ⁽¹⁾	\$ 50.00	\$	-
O. Asphalt Bulk Specific Gravity		each	\$ 30.00	\$	-
P. Asphalt Content by Nuclear Method		test	\$ 75.00	\$	-
Q. Asphalt Content Gauge Calibration		each	\$ 200.00	\$	-
R. Asphalt Extraction (% Bitumen)			On Request		
S. Asphalt (Hveem) Mix Design			On Request		
U. Cleanness Value (CT 227)		each	\$ 75.00	\$	-
Compaction Curves (ASTM D 1557 or Caltrans CT216):					
W. 6-inch Mold		each	\$ 250.00	\$	_
X. Check Point		each	\$ 75.00		
Y. Concrete Compressive Strength (CT 521 or ASTM C39)	1	each ⁽²⁾	\$ 25.00		_
Z. Concrete Linear Shrinkage (3 Bars)	1	3 bars	\$ 200.00	\$	_
AA. Concrete Moisture	+	1			
		test (floor test)	\$ 25.00	\$	-
BB. Consolidation Test		each	\$ 350.00	\$	-
Direct Shear, per point: (ASTM D3080)					
CC. Consolidated-Drained (CD)		point	\$ 145.00	\$	-
DD. Unconsolidated-Undrained (UU) (Modified ASTM)		point	\$ 115.00	\$	-
EE. Consolidated-Undrained (CU) (Modified ASTM)		point	\$ 130.00	\$	-
FF. Additional cycles (each)		each	\$ 65.00	\$	-
GG. Disposable Concrete Molds		each	\$ 3.00	\$	-
HH. Durability Index		each	\$ 75.00	\$	-
II. Expansion Index		test	\$ 175.00	\$	-
III. LAPATISIOTI ITIUEX		1031	170100		
JJ. Fireproofing Density		each	\$ 50.00	\$	-

Local Assistance Procedures Manual Exhibit 10-H

Local Assistance Procedures Manual				EXII
LL. LA Rattler (abrasion resistance)		test	\$ 225.00	\$ -
MM. Liquid Limit		each	\$ 100.00	\$ -
NN. Masonry Block Compressive Strength		each	\$ 65.00	\$ -
OO. Masonry Block Linear Shrinkage		each	\$ 85.00	\$ -
PP. Masonry Block Prism Compressive Strength		each	\$ 125.00	\$ -
QQ. Masonry Core Shear Test		core	\$ 50.00	\$ -
RR. Moisture Content		each	\$ 20.00	\$ -
SS. Moisture-Density Test		each	\$ 30.00	\$ -
TT. Particle Size Analysis (ASTM 422)		each	\$ 115.00	\$ -
UU. Percent Crushed Particles		each	\$ 125.00	\$ -
VV. Percent Entrained Air In Concrete		each	\$ 10.00	\$ -
WW. Percent Organics		each	\$ 50.00	\$ -
XX. Plastic Limit		each	\$ 50.00	\$ -
YY. Plasticity Index		each	\$ 150.00	\$ -
ZZ. R-Value		each	\$ 300.00	\$ -
AAA. Rice Specific Gravity of Asphalt (ASTM D2041)		each	\$ 85.00	\$ -
BBB. Sand Equivalent		each	\$ 75.00	\$ -
CCC. Sawing Rocks and Concrete Cores		unit	\$ 30.00	\$ -
DDD. Sieve AnalysisCoarse		each	\$ 50.00	\$ -
EEE. Sieve AnalysisFine		each	\$ 60.00	\$ -
FFF. Sieve AnalysisPassing 200		each	\$ 45.00	\$ -
GGG. Specific Gravity, Rock		each	\$ 50.00	\$ -
HHH. Stabilometer of Premixed AC		each	\$ 75.00	\$ -
III. Sulfate Soundness		cycle	\$ 80.00	\$ -
JJJ. Swell Test		point	\$ 55.00	\$ -
Triaxial Compression				
KKK. Unconsolidated Undrained (TXUU) (ASTM D2850)		point	\$ 115.00	\$ -
PPP. USDA Bulk Density Test		each	\$ 30.00	\$ -
QQQ. USDA Textural Suitability Test		each	\$ 60.00	\$ -
RRR. Unconfined Compression		each	\$ 65.00	\$ -
SSS. Unit Weight of Lightweight Concrete		unit	\$ 50.00	\$ -
TTT. Nuclear Density Testing (2-hr min)		hr	\$ 25.00	\$ -
UUU. Compaction Curve		test	\$ 200.00	\$ -
Direct Charges:				
WWW. CADD plots (color)	20	each	\$ 30.00	\$ 600.00
XXX. Copies	500	each	\$ 0.15	\$ 75.00
YYY. Stakes, hubs, lath, etc.		Cost	Cost	
ZZZ. Vehicles		day	\$ 50.00	\$ -
TOTAL				\$ 4,735.00

NOTES:

- List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- 5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- 6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultants must provide their own cost proposals.

Local Assistance Procedures Manual Exhibit 10-H

12. All samples of soil or rock from physical testing are discarded 30 days after submission of final report unless prior arrangements are made. Samples of soil or rock submitted for testing for hazardous substances will be returned to the Client, who is responsible for proper disposal.

- 13. This fee schedule is subject to review and adjustment, as required.
- 14. Certain services may require prevailing wages or overtime at premium pay to SHN employees. In such circumstances, fees will be adjusted to reflect increased labor costs.
- * 1/2 Day Minimum Charge.
- (1) If asphalt is delivered to SHN lab unmixed, add \$75.00/ea. for processing and mixing per Caltrans CT304.
- I(2) f concrete is sampled and delivered to SHN lab by outside contractor, add \$5.00/ea. for processing and curing per ASTM C-31.

Cost	Pro	posal
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10%

Exhibit 10-H

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 2 SPECIFIC RATE OF COMPENSATION

Note: Mark-ups are Not Allowed

	Consultant Morrison Struct	ures, Inc.	☐ Prime Co	onsultant X Subc	consultant	Date_	12/23/2019
	Project No. <u>DPW2019-001</u>		Contract No.	·	Participation Amount	\$ 149,500.00	
127.8% Fringe Benefit %	+	97.80% Overhead %	+	0% General Administration	ion % =	225.61% Combined Indirect (Cost Rate (ICR) %

BILLING INFORMATION

CALCULATION INFORMATION

FEE % =

Name/Job Title/Classification ¹	Hour	ly Billing Rates	2	Effective date	of hourly rate	Actual or Avg.	% or \$ increase	Hourly range - for
Name/Job Title/Classification	Straight ³	OT(1.5x)	From	To	hourly rate ⁴		classifications only
R Morrison Jr	\$275.61	\$413.42	\$551.23	1/1/2020	12/31/2020	\$76.95		Not Applicable
Structural Engineer	\$284.57	\$426.85	\$569.14	1/1/2021	12/31/2021	\$79.45	3.25%	
(E6)	\$293.82	\$440.73	\$587.64	1/1/2022	12/31/2022	\$82.03	3.25%	
R Morrison Sr	\$250.72	\$376.08	\$501.44	1/1/2020	12/31/2020	\$70.00		Not Applicable
Senior Civil Engineer	\$258.87	\$388.30	\$517.74	1/1/2021	12/31/2021	\$72.28	3.25%	
(E5)	\$267.28	\$400.92	\$534.56	1/1/2022	12/31/2022	\$74.62	3.25%	
D Roesner	\$171.74	\$257.61	\$343.49	1/1/2020	12/31/2020	\$47.95		Not Applicable
Civil Engineer	\$177.32	\$265.99	\$354.65	1/1/2021	12/31/2021	\$49.51	3.25%	
(E3)	\$183.09	\$274.63	\$366.18	1/1/2022	12/31/2022	\$51.12	3.25%	
J Gallino	\$117.77	\$176.65	\$235.53	1/1/2020	12/31/2020	\$32.88		Not Applicable
Technician	\$121.59	\$182.39	\$243.19	1/1/2021	12/31/2021	\$33.95	3.25%	
(T2)	\$125.55	\$188.32	\$251.09	1/1/2022	12/31/2022	\$35.05	3.25%	
W Morrison	\$75.22	\$112.82	\$150.43	1/1/2020	12/31/2020	\$21.00		Not Applicable
Technician	\$78.98	\$118.47	\$157.95	1/1/2021	12/31/2020	\$22.05	5.00%	
(T1)	\$82.93	\$124.39	\$165.85	1/1/2021	12/31/2021	\$23.15	5.00%	

^{1.} All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.

^{2.} The cost proposal format shall not be amended.

^{3.} Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.

^{4.} For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H COST PROPOSAL Page 2 of 2 SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

Consultant	Morrison Structures, Inc.	☐ Prime Consultant	X Subconsultant		
Project No	DPW2019-001	Contract No.		Date	12/23/2019
Toject 110.	D1 W2017 001	Contract 110.		Date	12/23/2017

SCHEDULE OF OTI	HER DIRECT COST	ITEMS			
DESCRIPTION OF ITEMS	QUANTITY	UNIT	UN	IT COST	
Mileage Costs	1000	MI	\$	0.55	\$550
Travel Lodging	3	Night	\$	90.00	\$270
Meal Per Diem	3	Day	\$	41.00	\$123
Subconsultant 1:					
Subconsultant 2:					
Subconsultant 3:					
Subconsultant 4:					
Subconsultant 5:					

NOTES:

1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriat

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract

Prime Consultant or Subconsultant Certifying:

- 9. Title 23 United States Code Section 112 Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures
- 11. 23 Code of Federal Regulations Part 172 Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Name: ROBERT L. MOTERISON, JR.	Title *: PRESIDENT
Signature: Rut J. Mo	Date of Certification (mm/dd/yyyy): 12/23/19
Email: buorrison & morrison structures com	Phone Number: <u>530-246-8628</u>
Address: 1890 PARK MARINA DR. S	TE \$ 104 REDDING, CA 96001
* An individual executive or financial officer of no lower than a Vice President or a Chief Financial the financial information utilized to establish the List services the consultant is providing under the proposition.	
proportion proportion	ou contract.

Local Assistance Procedures Manual Exhibit 10-H4 Cost Proposal for Contracts with Prevailing Wages

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

lease Note: Consultant completes all items in yellow highlight

Loaded Rate Calculation

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT: CRAWFORD & ASSOCIATES, INC. SUB X CONTRACT TYPE Specific Rates of Compensation & Cost Per Unit (LIST ONE OF THE ABOVE LISTED CONTRACT TYPES) PROJECT No. DPW2019-001 CONTRACT No. DATE 12/20/2019 Sub Consultant's Participation Amount \$ 150,000.00

197.20% 197.20% OVERTIME Field Office Pe NORMAL Fringe Benefi 65.48% 65.48% Overhead % 111.72% 111.72%

Constitution and Cardination (Management of Section 1) (1 f Fee) - Other Base * (Applicable Multipler Data Base) - Delta Fringe * (Applicable Multipler Data Fringe * (Applicable Multipler Data Base) - Delta Fringe * (Applicable Multipler Data Bas 197.20% 197.20% 20.00% 20.00% improve Loadeu Briting Rates at the Advantage of the Adva The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations able DFI TA FRINGE Applicable
DELTA Base =
DIR Rate - Employee Base Rat Home Office Effective Date of DELTA (TOTAL) = DELTA (BASE) = DELTA TOTAL - DELTA Personnel Field Office BASE lame/Classification Estimate Total - Base + Average lourly Rate 3.00% 3.00% 3.00% 68.96 71.03 73.16 \$225.44 \$232.21 \$239.17 \$266.67 \$274.67 \$302.41 \$311.48 ncipal /1/2020 1/30/2021 /1/2021 1/30/2022 n-Prevailing Wage Work 2/1/2022 1/30/2023 \$282.91 \$320.83 Eric Nichols 54.63 56.27 \$254.20 ncinal 1/30/2021 \$224.15 3.00% \$189.48 \$230.88 \$261.82 3.00% 3.00% N/A n.Prevaling Wage Work 2/1/2022 1/30/2023 \$195.17 \$237.80 \$269.68 59.70 \$154.66 \$159.30 12/1/2019 \$137.57 \$141.70 \$145.95 \$150.33 3.00% 38.19 39.34 40.52 11/30/2021 \$124.85 \$31.93 - \$37.13 1/30/2022 \$128.61 \$132.47 \$165.52 3.00% \$32.89 - \$38.24 \$170.48 \$33.88 - \$39.39 on-Prevailing Wage Work 2/1/2022 11/30/2023 (Non-Exempt)
Project Engineer I \$110.07 \$113.53 \$128.75 12/1/2019 11/30/2020 33.67 \$28.00 - \$30.50 34.68 35.72 36.79 \$132.61 3.00% \$28.84 - \$31.42 1/30/2022 \$116.78 \$120.27 \$120.44 \$124.06 \$136.59 \$140.69 3.00% \$29.71 - \$32.36 \$30.60 - \$33.33 n-Prevalling Wage Work (Non-Exempt) Staff Engineer / Drafter 27.58 28.41 29.26 1/30/202 \$82.58 \$85.06 \$87.61 \$101.60 \$104.64 \$107.78 \$115.21 \$118.67 \$122.23 3.00% 3.00% 3.00% 25.26 26.02 26.80 1/30/2022 \$19.10 - \$25.50 \$19.67 - \$26.27 1/30/2023 \$30.64 \$45.96 \$51.26 \$23.50 \$54.14 \$88.46 \$84.78 \$0.00 \$0.00 \$0.00 \$22.69 \$22.69 \$22.69 \$22.60 \$22.69 \$30.64 \$45.96 \$51.26 \$23.50 \$54.14 \$88.46 \$84.78 \$0.00 \$0.00 \$0.00 \$0.00 \$22.69 \$22.69 \$22.69 \$22.60 \$22.69 \$22.60 \$2 (\$46.77) (\$46.77) \$30.64 \$30.64 \$30.64 \$45.96 \$45.96 \$61.28 \$61.28 \$61.28 3.00% 3.00% 3.00% N/A 12/1/2021 11/30/2022 \$45.96 alling Wage Work 11/30/2023 \$45.96

- Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- With decides the Charge few with some than 3 hows up eff by and for eventureds and hiddrys for this contract only.

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January 201

Local Assistance Procedures Manual EXHIBIT 10-H2
Cost Proposal

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS) (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Crawford & Associates, Inc.	Prime Consultant Subconsultant		
Project Humboldt County On-Call	RFQ No. DPW2019-001	Date	12/23/19

	Unit	Unit Cost		Total
6000	Mile	\$0.58	\$	3,480.00
25	Day	\$125.00	\$	3,125.00
5	Each	\$472.00	\$	2,360.00
10	Day	\$6,000.00	\$	60,000.00
0	Day	\$8,500.00	\$	-
5	Day	\$795.00	\$	3,975.00
10	Day	\$2,500.00	\$	25,000.00
5	Each	\$4,000.00	\$	20,000.00
	25 5 10 0 5 10	25 Day 5 Each 10 Day 0 Day 5 Day 10 Day	25 Day \$125.00 5 Each \$472.00 10 Day \$6,000.00 0 Day \$8,500.00 5 Day \$795.00 10 Day \$2,500.00	25 Day \$125.00 \$ 5 Each \$472.00 \$ 10 Day \$6,000.00 \$ 0 Day \$8,500.00 \$ 5 Day \$795.00 \$ 10 Day \$2,500.00 \$

Note: Add additional pages if necessary.

NOTES:

Project Manager/ Principal

- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstances, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- 5. Items listed above that would be considered "tools of trade" are not reimbursable as other direct cost.
- 6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- 7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultant must provide their own cost proposals.

10%



Exhibit 10-H2 Cost Proposal

Specific Rate of Compensation - Humboldt County DPW On-Call Engineering, Environmental, and Construction Management Services for Roadway Projects

Stantec Consulting Services Inc. Subconsultant: 12/30/2019 County Project No. DPW2019-001 Contract No. Participation Amount: \$150,000 Fringe Benefit % Combined % Note: Mark-ups are Not Allowed Overhead % General Administration % Combined Indirect Cost Rate (ICR) 52.39% 28.14% 85.65% 166.18%

FEE %

BILLING INFORMATION

	Name/Job Title/Classification ¹	Но	ourly Billing Rat	es ²	Effective Date of Hourl	y Billing Rates	Actual or Average Hourly Rate	% Annual Increase	Hourly Range - for Classifications Only
		Straight ³	OT(1.5x)	OT(2x)	From	To		3%	
	Wirt Lanning*/ Principal	\$203.00	\$203.00	\$203.00	1/1/2019	12/31/2019	\$69.33	3%	
		\$209.09	\$209.09	\$209.09	1/1/2020	12/31/2020	\$71.41	3%	
		\$215.36	\$215.36	\$215.36	1/1/2021	12/31/2021	\$73.55	3%	
Exempt		\$221.82	\$221.82	\$221.82	1/1/2022	12/31/2022	\$75.76	3%	
	Connie MacGregor*/Associate II	\$128.60	\$128.60	\$128.60	1/1/2019	12/31/2019	\$43.92	3%	
	Project Manager/Permitting	\$132.45	\$132.45	\$132.45	1/1/2020	12/31/2020	\$45.24	3%	
		\$136.43	\$136.43	\$136.43	1/1/2021	12/31/2021	\$46.59	3%	
Exempt		\$140.52	\$140.52	\$140.52	1/1/2022	12/31/2022	\$47.99	3%	
•	Kurt Bainbridge*/Associate I	\$101.95	\$101.95	\$101.95	1/1/2019	12/31/2019	\$34.82	3%	
	Task Lead - Biological Resources	\$105.01	\$105.01	\$105.01	1/1/2020	12/31/2020	\$35.86	3%	
		\$108.16	\$108.16	\$108.16	1/1/2021	12/31/2021	\$36.94	3%	
Exempt		\$111.41	\$111.41	\$111.41	1/1/2022	12/31/2022	\$38.05	3%	
	Sarah Tona*/ Staff III	\$91.85	\$91.85	\$91.85	1/1/2019	12/31/2019	\$31.37	3%	
	Task Lead - Botany	\$94.61	\$94.61	\$94.61	1/1/2020	12/31/2020	\$32.31	3%	
		\$97.44	\$97.44	\$97.44	1/1/2021	12/31/2021	\$33.28	3%	
Exempt		\$100.37	\$100.37	\$100.37	1/1/2022	12/31/2022	\$34.28	3%	
	Gabe Youngblood*/Staff I	\$75.95	\$75.95	\$75.95	1/1/2019	12/31/2019	\$25.94	3%	
	Task Lead - Wetlands	\$78.23	\$78.23	\$78.23	1/1/2020	12/31/2020	\$26.72	3%	
		\$80.58	\$80.58	\$80.58	1/1/2021	12/31/2021	\$27.52	3%	
Exempt		\$82.99	\$82.99	\$82.99	1/1/2022	12/31/2022	\$28.35	3%	
	Senior Principal				1/1/2019	12/31/2019	\$95.13	3%	\$87.51 to \$102.75
	Engineer/Scientist/				1/1/2020	12/31/2020	\$97.98	3%	\$90.14 to \$105.83
	Planner/Consultant				1/1/2021	12/31/2021	\$100.92	3%	\$92.84 to \$109.01
Exempt					1/1/2022	12/31/2022	\$103.95	3%	\$95.62 to \$112.28
	Principal				1/1/2019	12/31/2019	\$81.14	3%	\$74.77 to \$87.50
	Engineer/Scientist/				1/1/2020	12/31/2020	\$83.57	3%	\$77.01 to \$90.13
	Planner/Consultant				1/1/2021	12/31/2021	\$86.08	3%	\$79.32 to \$92.83
Exempt		1			1/1/2022	12/31/2022	\$88.66	3%	\$81.70 to \$95.61
	Principal				1/1/2019	12/31/2019	\$69.76	3%	\$64.76 to \$74.76
	Senior Associate II				1/1/2020	12/31/2020	\$71.85	3%	\$66.70 to \$77.00
	Engineer/Scientist/				1/1/2021	12/31/2021	\$74.01	3%	\$68.70 to \$79.31
Exempt	Planner/Consultant				1/1/2022	12/31/2022	\$76.23	3%	\$70.77 to \$81.69
	Principal				1/1/2019	12/31/2019	\$60.63	3%	\$56.51 to \$64.75
	Senior Associate I				1/1/2020	12/31/2020	\$62.45	3%	\$58.21 to \$66.69
	Engineer/Scientist/				1/1/2021	12/31/2021	\$64.32	3%	\$59.95 to \$68.69
Exempt	Planner/Consultant				1/1/2022	12/31/2022	\$66.25	3%	\$61.75 to \$70.75
	Associate III				1/1/2019	12/31/2019	\$52.88	3%	\$49.26 to \$56.50

	Name/Job Title/Classification ¹	Н	ourly Billing Ra	tes ²	Effective Date of Hourl	y Billing Rates	Actual or Average Hourly Rate	% Annual Increase	Hourly Range - for Classifications Only
		Straight ³	OT(1.5x)	OT(2x)	From	То		3%	
	Engineer/Scientist/				1/1/2020	12/31/2020	\$54.47	3%	\$50.74 to \$58.20
	Planner/Consultant				1/1/2021	12/31/2021	\$56.10	3%	\$52.26 to \$59.94
Exempt					1/1/2022	12/31/2022	\$57.78	3%	\$53.83 to \$61.74
	Associate II				1/1/2019	12/31/2019	\$46.26	3%	\$43.26 to \$49.25
	Engineer/Scientist/				1/1/2020	12/31/2020	\$47.64	3%	\$44.56 to \$50.73
	Planner/Consultant				1/1/2021	12/31/2021	\$49.07	3%	\$45.89 to \$52.25
Exempt					1/1/2022	12/31/2022	\$50.54	3%	\$47.27 to \$53.82
	Associate I				1/1/2019	12/31/2019	\$40.76	3%	\$38.26 to \$43.25
	Engineer/Scientist/				1/1/2020	12/31/2020	\$41.98	3%	\$39.41 to \$44.55
	Planner/Consultant				1/1/2021	12/31/2021	\$43.24	3%	\$40.59 to \$45.88
Exempt/Non-exempt					1/1/2022	12/31/2022	\$44.53	3%	\$41.81 to \$47.26
	Staff III				1/1/2019	12/31/2019	\$36.26	3%	\$34.26 to \$38.25
	Engineer/Scientist/				1/1/2020	12/31/2020	\$37.34	3%	\$35.29 to \$39.40
	Planner/Consultant				1/1/2021	12/31/2021	\$38.46	3%	\$36.35 to \$40.58
Exempt/Non-exempt					1/1/2022	12/31/2022	\$39.62	3%	\$37.44 to \$41.80
	Staff II				1/1/2019	12/31/2019	\$32.51	3%	\$30.76 to \$34.25
	Engineer/Scientist/				1/1/2020	12/31/2020	\$33.48	3%	\$31.68 to \$35.28
	Planner/Consultant				1/1/2021	12/31/2021	\$34.48	3%	\$32.63 to \$36.34
Exempt/Non-exempt	G. 667				1/1/2022	12/31/2022	\$35.52	3%	\$33.61 to \$37.43
	Staff I				1/1/2019	12/31/2019	\$29.27	3%	\$27.76 to \$30.77
	Engineer/Scientist/				1/1/2020	12/31/2020	\$30.14	3%	\$28.59 to \$31.69
E	Planner/Consultant				1/1/2021	12/31/2021	\$31.05	3%	\$29.45 to \$32.64
Exempt/Non-exempt	To do do m	-			1/1/2022	12/31/2022	\$31.98	3%	\$30.33 to \$33.62
	Technician III				1/1/2019 1/1/2020	12/31/2019	\$26.38	3%	\$25.01 to \$27.75
	Engineer/Scientist/ Planner/Consultant				1/1/2020	12/31/2020 12/31/2021	\$27.17 \$27.99	3% 3%	\$25.76 to \$28.58 \$26.53 to \$29.44
E	Planner/Consultant				1/1/2021	12/31/2021	\$27.99	3%	
Exempt/Non-exempt	Technician II				1/1/2022	12/31/2022	\$28.83	3%	\$27.33 to \$30.32 \$22.51 to \$25.00
	Engineer/Scientist/				1/1/2019	12/31/2019	\$23.76 \$24.47	3%	\$23.19 to \$25.75
	Planner/Consultant				1/1/2020	12/31/2020	\$24.47 \$25.20	3%	\$23.88 to \$26.52
Non-exempt	r taimer/Consultant				1/1/2021	12/31/2021	\$25.20 \$25.96	3%	\$23.88 to \$26.32 \$24.60 to \$27.32
11011-exempt	Technician	+			1/1/2019	12/31/2022	\$23.96	3%	\$24.00 to \$27.32 \$20.01 to \$22.50
	Engineer/Scientist/				1/1/2019	12/31/2019	\$21.89	3%	\$20.61 to \$23.18
	Planner/Consultant				1/1/2020	12/31/2020	\$21.89	3%	\$20.01 to \$23.18 \$21.23 to \$23.87
Non-exempt	1 minor/Consultant				1/1/2021	12/31/2021	\$23.23	3%	\$21.23 to \$23.87 \$21.87 to \$24.59
Tron exempt	Clerical/Tech Editor				1/1/2019	12/31/2022	\$40.76	3%	\$38.26 to \$43.25
	Ciciona Ioni Lantoi				1/1/2020	12/31/2019	\$41.98	3%	\$39.41 to \$44.55
					1/1/2021	12/31/2020	\$43.24	3%	\$40.59 to \$45.88
Exempt/Non-exempt					1/1/2022	12/31/2022	\$44.53	3%	\$41.81 to \$47.26
	Administrative Assistant				1/1/2019	12/31/2019	\$22.00	3%	\$9.00 to \$35.00
	- 1011111111111111111111111111111111111				1/1/2020	12/31/2020	\$22.00	3%	\$9.00 to \$35.00
					1/1/2020	12/31/2020	\$22.00	3%	\$9.00 to \$35.00
Non-exempt					1/1/2021	12/31/2021	\$22.00	3%	\$9.00 to \$35.00
rvon-exempt		1	ļ	ļ	1/1/2022	14/31/4044	\$22.00	3%	φ 7. 00 (0 φ 33. 00

Notes:

- 1. Key personnel must be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- 2. The cost proposal format shall not be amended.

Name/Job Title/Classification ¹	Но	urly Billing Rat	tes ²	Effective Date of Hourl	y Billing Rates	Actual or Average Hourly Rate	% Annual Increase	Hourly Range - for Classifications Only
	Straight ³	OT(1.5x)	OT(2x)	From	То		3%	

^{3.} Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.

4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.



Exhibit 10-H2 Cost Proposal Specific Rate of Compensation

Consultant: Stantec Consulting Services Inc.

Subconsultant

SCHEDULE OF OTHER DIRECT COST ITEMS											
DESCRIPTION OF ITEMS	UNIT	UNIT COST	TOTAL								
Special Tooling											
A. GPS	20 per day	\$100.00	\$ 2,000.00								
B. Drilling		at cost									
C. Laboratory Testing		at cost									
D. Records Search Fees	8	at cost (\$500)	\$ 4,000.00								
Travel											
A. Mileage (personal, company)	25 trips/300 miles + 7,500	at IRS rate (\$0.58)	\$4,350.00								
B. Tolls	per toll	at cost									
C. Parking		at cost									
D. Rental Vehicle and Gas		at cost	\$1,000								
E. Lodging		at cost	\$2,500								
F. Meals		at cost	\$ 1,500.00								
G. Related Incidentals		at cost	\$ 500.00								
Decreased Decreased in a											
Document Production		#0.05 / #0.50	A 4.050.00								
A. Color: 8 1/2 x 11 / 11 x 17 (internal)	page	\$0.25 / \$0.50	\$ 1,250.00								
B. Color: 8 1/2 x 11 / 11 x 17 (internal)	page	\$0.05 / \$0.10	\$ 750.00								
C. Printing (outside services)		at cost	\$ 5,000.00								
D. Postage/Shipping		at cost	\$1,000								

NOTES:

- 1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).

- 5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost
- 6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules. Local Assistance Procedures Manual EXHIBIT 10-H2 Cost Proposal Page 6 of 9 January 2018
- 7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultants must provide their own cost proposals.
- 12. Total are just gross estimates since actual scope of services have not been defined. Mark-ups are Not Allowed.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract

Prime Consultant or Subconsultant Certifying:

- 9. Title 23 United States Code Section 112 Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures
- 11. <u>23 Code of Federal Regulations Part 172</u> Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Name: James W. Grasty	Title *: Senior Vice President
Signature : Al. France	Date of Certification (mm/dd/yyyy): 01/02/2020
Email: jim.grasty@stantec.com	Phone Number: (916) 669-5960
Address: 555 Capitol Mall, Suite 650, Sacramento, CA 958	314

List services the consultant is providing under the proposed contract:

On-call environmental services, including CEQA/NEPA compliance, regulatory permitting assistance, and supporting technical studies.

^{*} An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

EXHIBIT 10-H2 COST PROPOSAL Page 1 of 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS) (NON-PREVAILING WAGE CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed

Consultant Points West Surveying	Company	□ Prime Consultant ⊠ Subconsultant	
Project No. DPW-2019-001	Contract No.	Participation Amount \$ 150,000	Date <u>12/23/2019</u>
For Combined Rate			* ***

For Combined Rate	Fringe Benefit 55.36 % + General & Administrative 68.97 %		=124.33	Combined ICR%
		Fee	=10	

BILLING IT	VFORMATI	ON		CALCULATION INFORMATION										
Name/Job Title/Classification ¹	Ho Straight ³	ourly Billing OT(1.5		Effective Date	of Hourly Rate To	Actual or Avg. Hourly Rate ⁴	% or \$ Increase	Hourly Range - or Classifications Only						
Licensed Surveyor - Principal David Crivelli	\$115.36 \$117.68 \$120.03	\$138.74 \$141.53 \$144.35	\$162.11 \$165.37 \$168.67	01/01/2019 01/01/2020 01/01/2021	12/31/2019 12/31/2020 12/31/2021	\$46.75 \$47.69 \$48.64	2							
Licensed Surveyor - Principal Michael Pulley	\$116.20 \$118.52 \$120.89	\$139.75 \$142.54 \$145.38	\$163.29 \$166.55 \$169.88	01/01/2019 01/01/2020 01/01/2021	12/31/2019 12/31/2020 12/31/2021	\$47.09 \$48.03 \$48.99	2							
Licensed Surveyor - Staff Jesse Buffington	\$98.71 \$100.68 \$102.70	\$118.71 \$121.08 \$123.51	\$138.71 \$141.48 \$144.32	01/01/2019 01/01/2020 01/01/2021	12/31/2019 12/31/2020 12/31/2021	\$40.00 \$40.80 \$41.62	2							
Survey Technician II William Pool	\$81.43 \$83.06 \$84.71	\$97.43 \$99.89 \$101.88	\$114.43 \$116.72 \$119.04	01/01/2019 01/01/2020 01/01/2021	12/31/2019 12/31/2020 12/31/2021	\$33.00 \$33.66 \$34,33	2							
Survey Technician II Ryan Baxter	\$74.03 \$75.51 \$77.01	\$89.03 \$90.81 \$92.62	\$104.03 \$106.11 \$108.22	01/01/2019 01/01/2020 01/01/2021	12/31/2018 12/31/2019 12/31/2020	\$30.00 \$30.60 \$31.21	2							
Survey Technician Paul Krause	\$61.69 \$62.92 \$64.18	\$74.19 \$75.67 \$77.19	\$86.69 \$88.42 \$90.19	01/01/2019 01/01/2020 01/01/2021	12/31/2019 12/31/2020 12/31/2021	\$25.00 \$25.50 \$26.01	2							
Survey Technician I Austin McChesney	\$51.82 \$52.86 \$53.92	\$62.32 \$63.57 \$64.84	\$72.82 \$74.28 \$75.77	01/01/2019 01/01/2020 01/01/2021	12/31/2019 12/31/2020 12/31/2021	\$21.00 \$21.42 \$21.85	2							

NOTES:

- 1. All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- 2. The cost proposal format shall not be amended.
- 3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates should be based on the consultant's annual accounting period, established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.
- 4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

EXHIBIT 10-H2 COST PROPOSAL Page 2 of 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant Points West Surveying	Company	☐ Prime Consultant	⊠Subconsultant
Project No. <u>DPW-2019-001</u>	Contract No	Date 12/23	3/2019

Description of Item	Quantity	Unit	Unit Cost	Total
Mileage Costs	1000	Mile	\$0.58	\$580.00
GPS Units	12	Unit	\$100.00	\$1200.00
Boat	1	Day	\$150.00	\$150.00
Single Beam Sounder	1	Day	\$200.00	\$200.00
Aerial Target	15	Unit	\$15.00	\$225.00
Vehicle			\$	\$
Subconsultant 1:	***************************************	•		\$
Subconsultant 2:				\$
Subconsultant 3:				\$
Subconsultant 4:				\$
Subconsultant 5:				\$

Note: Add additional pages if necessary.

NOTES:

- 1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- 5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- 6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultants must provide their own cost proposals.

EXHIBIT 10-H2 COST PROPOSAL Page 3 of 3

Certification of Direct Costs:

proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost contract terms and the following requirements:

- '. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract
- Title 23 United States Code Section 112 Letting of Contracts 6
- 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures 10.
- 11. 23 Code of Federal Regulations Part 172 Procurement, Management, and Administration of Engineering and Design Related Service
- 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

retained in the project files and be in compliance with applicable federal and state requirements. Costs that are All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifving:

Name: Michael D. Pulley

Signature:

Title *: Vice-President, Principal + CFO

Date of Certification (mm/dd/yyyy): 12/23/2019

Phone Number: 707.840.9510

Email: pulley@pointswestsurveying.com

Address: 5201 Carlson Park Drive Suite 3 Arcata CA 95521

* An individual executive or financial officer of the consultant's or subconsultant's organization at a level no

lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the

financial information utilized to establish the cost proposal for the contract.

List services the consultant is providing under the proposed contract:

surveying, construction staking, right of way determination, preparation of legal descriptions and Land Surveying Services, including topographic, boundary, hydrographic, and construction maps, coordination with prime and subcontractors

Contract # Project # DPW2019-001 **Consultant: Points West Surveying** Date: 12/23/2019

Applicable Multiplier Delta Base (Field) =

Page 1 of 1

Subconsultant's Participation Amount: \$150,000

Loaded Rate Calculation

ON-CALL CONTRACT

ADM 2033 (Rev. 10/12)

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) + .5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe) Exempt Employee Loaded Billing Rates

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

Home Office Personnel: Fringe Benefit % Overhead % Combined % NORMAL 55.36% + 68.97% + 0.00% 124.33% OVERTIME 0.00% 124.33% 55.36% + 68.97% + Field Office Personnel: General Administration % Fringe Benefit % Overhead % Combined % NORMAL 124.33% 55.36% + 68.97% + 0.00% OVERTIME 55.36% + 68.97% + 124.33% 0.00% 10.00%

a base and bella Fill	ige snowi	i in the for	mulas ab	ove for Lo	aded Billing	g Rates are	applicable	only when	periorming	services	covered	inder DIR	aetermina	ations.														Applicable M	ultiplier Frin	ge (Field)	=
Home Office Personnel		(on		ole for prev	vailing wag	e work)	na Danastia		•		ts vary yea	ar over yea				ELTA (TOTA	L) =		ELTA Base	=	DELTA	TOTAL - DEL	TA BASE	Loaded	Hourly Billi	ing Rates	III .		% Escalation	Rate and/or	Hourly Range for Class
Field Office Personnel			2.0 OT	Fringe Benefits			, 		, ,	2.0 OT	Estimate Fringe				Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT				Straight	OT (1.5x)	OT (2x)	From	То	Increase	_	
FIELD	\$45.03 \$48.03 \$48.03 \$48.03	\$67.55 \$72.05 \$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06	\$31.05 \$31.05 \$31.05 \$31.05	\$76.08 \$79.08 \$79.08 \$79.08	\$98.60 \$103.10 \$103.10 \$103.10	\$121.11 \$127.11 \$127.11 \$127.11	\$46.75 \$47.69 \$48.64 \$49.61	\$70.13 \$71.54 \$72.96 \$74.42	\$93.50 \$95.38 \$97.28 \$99.22	\$15.94 \$18.82 \$18.82 \$18.82	\$62.69 \$66.51 \$67.46 \$68.43	\$90.36 \$91.78	\$114.20 \$116.10	Ü	(\$12.53) (\$12.74) (\$11.32) (\$9.86)	(\$11.67) (\$12.91) (\$11.01) (\$9.07)	\$0.00 (\$0.34) \$0.00 \$0.00	\$0.00 (\$0.51) \$0.00 \$0.00	\$0.00 (\$0.68) \$0.00 \$0.00	(\$13.39) (\$12.23) (\$11.62) (\$10.65)	(\$12.53) (\$12.23) (\$11.32) (\$9.86)	(\$11.67) (\$12.23) (\$11.01) (\$9.07)	\$115.36 \$117.68 \$120.03 \$122.42	\$141.53 \$144.35	\$165.37 \$168.67	1/1/2019 1/1/2020 1/1/2021 1/1/2022	12/31/2019 12/31/2020 12/31/2021 12/31/2022	2.00% 2.00% 2.00%	\$ 47.69 \$ 48.64	N/A 1
OFFICE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$115.36 \$117.68 \$120.03 \$122.42	\$138.74 \$141.53 \$144.35 \$147.22	\$162.11 \$165.37 \$168.67 \$172.03	1/1/2019 1/1/2020 1/1/2021 1/1/2022	12/31/2019 12/31/2020 12/31/2021 12/31/2022	2.00% 2.00% 2.00%	\$ 47.69 \$ 48.64	N/A 1
																											-			+	
FIELD	\$48.03 \$48.03	\$67.55 \$72.05 \$72.05 \$72.05	\$90.06 \$96.06 \$96.06 \$96.06	\$31.05 \$31.05 \$31.05 \$31.05	\$76.08 \$79.08 \$79.08 \$79.08	\$98.60 \$103.10 \$103.10 \$103.10	\$121.11 \$127.11 \$127.11 \$127.11	\$47.09 \$48.03 \$48.99 \$49.97	\$70.64 \$72.05 \$73.49 \$74.96	\$94.18 \$96.06 \$97.98 \$99.94	\$15.41 \$18.82 \$18.82 \$18.82	\$62.50 \$66.85 \$67.81 \$68.79	\$90.87 \$92.31	\$114.88 \$116.80	(\$13.58) (\$12.23) (\$11.27) (\$10.29)	(\$12.55) (\$12.23) (\$10.79) (\$9.32)	(\$11.52) (\$12.23) (\$10.31) (\$8.35)	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	\$0.00 \$0.00 \$0.00 \$0.00	(\$13.58) (\$12.23) (\$11.27) (\$10.29)	(\$12.55) (\$12.23) (\$10.79) (\$9.32)	(\$11.52) (\$12.23) (\$10.31) (\$8.35)	\$116.20 \$118.52 \$120.89 \$123.31	\$142.54 \$145.38	\$166.55 \$169.88	1/1/2019 1/1/2020 1/1/2021 1/1/2022	12/31/2019 12/31/2020 12/31/2021 12/31/2022	2.00% 2.00% 2.00%	\$ 48.03 \$ 48.99	3
OFFICE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$116.20 \$118.52 \$120.89	\$139.75 \$142.54 \$145.38	\$163.29 \$166.55 \$169.88	1/1/2019 1/1/2020 1/1/2021	12/31/2019 12/31/2020 12/31/2021	2.00% 2.00%	\$ 48.03	N/A
																								\$123.31	\$148.29	\$173.28	1/1/2022	12/31/2022	2.00%	\$ 49.9	'
FIELD	\$48.03	\$72.05	\$96.06	\$31.05	\$76.08 \$79.08 \$79.08	\$98.60 \$103.10 \$103.10	\$121.11 \$127.11 \$127.11	\$40.80	\$60.00 \$61.20 \$62.43	\$81.60	\$11.57	\$52.37	\$72.77	\$93.17	(\$26.71)	(\$30.33)	(\$33.94)	(\$7.23)	(\$7.55) (\$10.85) (\$9.62)	(\$10.06) (\$14.46) (\$12.82)	(\$19.71) (\$19.48) (\$19.25)	(\$19.71) (\$19.48) (\$19.25)	(\$19.71) (\$19.48) (\$19.25)	\$98.71 \$100.68 \$102.70			1/1/2019 1/1/2020 1/1/2021	12/31/2019 12/31/2020 12/31/2021	2.00%	\$ 40.80	N/A
									\$63.68					\$96.94	(\$24.59)	(\$27.38)	(\$30.17)	(\$5.58)	(\$8.37)	(\$11.16)	(\$19.01)	(\$19.01)	(\$19.01)				1/1/2022	12/31/2022	2.00%		
FIELD	\$42.06 \$42.06	\$63.09 \$63.09	\$84.12 \$84.12	\$31.05 \$31.05	\$70.11 \$73.11 \$73.11 \$73.11	\$89.64 \$94.14 \$94.14 \$94.14	\$115.17 \$115.17	\$40.80 \$41.62	\$60.00 \$61.20 \$62.43 \$63.68	\$81.60 \$83.24	\$11.57 \$11.80		\$71.34 \$72.77 \$74.23 \$75.72	\$91.34 \$93.17 \$95.04 \$96.94	(\$18.77) (\$20.74) (\$19.69) (\$18.62)	(\$18.30) (\$21.37) (\$19.91) (\$18.43)	(\$17.83) (\$22.00) (\$20.13) (\$18.23)	\$0.00 (\$1.26) (\$0.44) \$0.00	\$0.00 (\$1.89) (\$0.66) \$0.00	\$0.00 (\$2.52) (\$0.88) \$0.00	(\$18.77) (\$19.48) (\$19.25) (\$18.62)	(\$18.30) (\$19.48) (\$19.25) (\$18.43)	(\$17.83) (\$19.48) (\$19.25) (\$18.23)	\$98.71 \$100.68 \$102.70 \$104.75	\$123.51	\$144.32	1/1/2019 1/1/2020 1/1/2021 1/1/2022	12/31/2019 12/31/2020 12/31/2021 12/31/2022	2.00% 2.00% 2.00%	\$ 40.80 \$ 41.62	N/A 2
OFFICE	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$81.43 \$83.06 \$84.71	\$97.93 \$99.89 \$101.88	\$114.43 \$116.72 \$119.04	1/1/2019 1/1/2020 1/1/2021	12/31/2019 12/31/2020 12/31/2021	2.00% 2.00%	\$ 33.66 \$ 34.33	5 3
																								φου.42	\$103.93	φ121. 44	1/1/2022	12/31/2022	2.00%	\$ 35.02	-
FIELD	\$48.03	\$72.05	\$96.06	\$31.05	\$76.08 \$79.08 \$79.08	\$98.60 \$103.10 \$103.10	\$127.11	\$30.60	\$45.00 \$45.90 \$46.82	\$61.20	\$13.42	\$44.02	\$59.32	\$74.62	(\$35.06)	(\$43.77)	(\$52.49)	(\$17.43)	(\$22.55) (\$26.15) (\$25.23)	(\$30.06) (\$34.86) (\$33.64)	(\$17.89) (\$17.63) (\$17.36)	(\$17.89) (\$17.63) (\$17.36)	(\$17.89) (\$17.63) (\$17.36)	\$74.03 \$75.51 \$77.01	\$90.81	\$106.11	1/1/2019 1/1/2020 1/1/2021	12/31/2019 12/31/2020 12/31/2021	2.00% 2.00%	\$ 30.60	
					\$79.08	\$103.10	\$127.11	\$31.83					\$61.71	\$77.63	(\$33.28)	(\$41.38)	(\$49.48)	(\$16.20)	(\$24.30)	(\$32.40)	(\$17.08)	(\$17.08)	(\$17.08)	\$78.54	\$94.46	\$110.37	1/1/2022	12/31/2022	2.00%		
FIELD	\$42.06	\$63.09	\$84.12	\$31.05	\$70.11 \$73.11	\$94.14	\$115.17	\$30.60	\$45.00 \$45.90	\$61.20	\$13.42	\$44.02	\$59.32	\$74.62	(\$29.09)	(\$34.82)	(\$40.55)	(\$11.46)	(\$13.59) (\$17.19)	(\$22.92)	(\$17.63)	(\$17.89) (\$17.63)	(\$17.89) (\$17.63)	\$74.03 \$75.51	\$90.81	\$106.11	1/1/2019 1/1/2020	12/31/2019 12/31/2020	2.00%	\$ 30.60) N/A
			\$84.12 \$84.12	\$31.05 \$31.05		\$94.14 \$94.14	\$115.17 \$115.17	\$31.21 \$31.83	\$46.82 \$47.75	\$62.42 \$63.66	\$13.69 \$13.97	\$44.90 \$45.80	\$60.51 \$61.71	\$76.11 \$77.63	(\$28.21) (\$27.31)	(\$33.63) (\$32.43)	(\$39.06) (\$37.54)	(\$10.85) (\$10.23)	(\$16.28) (\$15.35)	(\$21.70) (\$20.46)	(\$17.36) (\$17.08)	(\$17.36) (\$17.08)			\$92.62 \$94.46	\$108.22 \$110.37	1/1/2021 1/1/2022	12/31/2021 12/31/2022	2.00% 2.00%		
FIELD	\$42.06 \$42.06	\$63.09 \$63.09	\$84.12 \$84.12	\$31.05 \$31.05	\$73.11 \$73.11	\$94.14	\$115.17 \$115.17	\$25.50 \$26.01	\$38.25 \$39.02	\$51.00 \$52.02	\$0.00 \$0.00	\$25.50 \$26.01	\$38.25 \$39.02	\$51.00 \$52.02	(\$47.61) (\$47.10)	(\$55.89) (\$55.13)	(\$64.17) (\$63.15)	(\$16.56) (\$16.05)	(\$24.84) (\$24.08)	(\$33.12) (\$32.10)	(\$31.05) (\$31.05)	(\$31.05)	(\$31.05) (\$31.05)	\$62.92 \$64.18	\$77.19	\$90.19	1/1/2021	12/31/2021	2.00%	\$ 25.50 \$ 26.01)
															,		, ,		,	,	, ,	, ,	, ,						•		<u> </u>
FIELD	\$42.06 \$42.06	\$63.09 \$63.09	\$84.12 \$84.12	\$31.05 \$31.05	\$73.11 \$73.11	\$94.14	\$115.17 \$115.17	\$21.42 \$21.85	\$32.13 \$32.78	\$42.84 \$43.70	\$0.00 \$0.00	\$21.42 \$21.85	\$32.13 \$32.78	\$42.84 \$43.70	(\$51.69) (\$51.26)	(\$62.01) (\$61.37)	(\$72.33) (\$71.47)	(\$20.64) (\$20.21)	(\$30.96) (\$30.32)	(\$41.28) (\$40.42)	(\$31.05) (\$31.05)	(\$31.05) (\$31.05)			\$62.32 \$63.57 \$64.84 \$66.15	\$72.82 \$74.28 \$75.77 \$77.29	1/1/2019 1/1/2020 1/1/2021 1/1/2022	12/31/2021	2.00%	\$ 21.42 \$ 21.85	2 N/A 5
	Home Office Personnel Field Office Personnel OFFICE OFFICE FIELD FIELD FIELD FIELD FIELD FIELD	Home Office Personnel Field Office Personnel Field Straight	Home Office Personnel Field Office Personnel Field Office Personnel Stage Salary Straight 1.5 OT	Home Office Personnel Field Office Personnel Straight 1.5 OT 2.0 OT	Prevailing Wage Rate ests	Prevaling Wage Rate established by control applicable for prevaling wage Field Office Personnel Page Salary	Prevailing Wage Rate established by State DIR Personnel Field Office Personnel State 150 to Personnel State 150 to 20 to Rondits Straight State 150 to Rondits Straight Straight	Prevailing Wage Prevailing Wage Prevailing Wage Prevailing Wage Prevailing Wage Prevailing Wage Prevailing Wage work)	Prevailing Wage Rate established by State DIR (not) applicable for prevailing wage work) Prepaired for p	Piel Piel	Price Pric	Price Pric	Prevale Prev	Prince City Spinosh Prince City Spinosh Cit		Price Pric	Part	Proceedings	Processor Proc	Composition Composition	Composition Composition	Part Part	Part	Part	Part	Part	The late 1	The column Th	Part Part	Part	14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1

- 1. Note employees/classifications that are subject to prevailing wage requirements with an asterisk (*). Prevailing Wage specified is based on current DIR determination. Any future DIR escalation of prevailing wage rate will be reflected in the loaded rates
- 2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
- 3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
- 4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new
- employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
- Travel Time Charges:
 - For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
 - For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
 - Billing rate for travel time = Loaded Rate Formula "C" above.
 - All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
 - For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT=Ghirardelli Associates, Inc	PRIME	SUB X	CONTRACT TYPE: SPECIFIC RATES (OF COMPENSATION	(LIST ONE	OF THE ABOVE LISTE	O CONTRACT TYPES)		
PROJECT NO. DPW2019-001	CONTRACT NO	DATE: 11/22/2019	Prime Consultant's Participation	on Amount \$ 200,000					
Loaded Rate Calculation				Home Office Personnel: NORMAL	Fringe Benefit % 53.12% +	Overhead % +	General Administration % 0.00%	=	Combined % 123.42%
Non Exempt Employee Loaded Billing Rates				OVERTIME	53.12% +	70.30% +	0.00%	=	123.42%
A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base	* (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)			Field Office Personnel:	Fringe Benefit %	Overhead %	General Administration %		Combined %
B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5	X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fring	e * (Applicable Multiplier Delta Fringe)		NORMAL	53.12% +	70.30% +	0.00%	- /	123.42%
Exempt Employee Loaded Billing Rates				OVERTIME	53.12% +	70.30% +	0.00%	= /	123.42%
C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.)	* (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Mul	tiplier Delta Fringe)			Fee			=	10.00%

NORTHERN CALIFORNIA NC-63-3-9-2018-2

Name/Classification	Home Office Personnel			iling Wage Rate y applicable fo						(fr		oyee Actual fits vary yea		r)			Applicable	AL) =	DELT	plicable A Base = Employee Ba	DELTA	able DELTA F	TA BASE		ve Date of	Loaded	d Hourly Bil	Iling Rates	% Escalation	Actual Hourly Rate	Hourly Range for Class
Name/Classification	Field Office		Base Salar	у	Fringe	Total Base	Salary + Fring			Base Salary		Estimate		= Base + Fr			/ee Total - I			Employee Ба: Rate	ie	(Employee - D	IR)	Hou	iny Rate				Increase	and/or	nouny Range for Class
	Personnel	Straight		2.0 OT	Benefits	Otraigin	1.5 OT			1.5 OT		Fringe		1.5 OT			1.5 OT	2.0 OT	Straight 1.		Straight		2.0 OT	From				OT (2x)		Average	
Charles Dory	FIELD	\$45.03		\$90.06	\$31.06		\$98.61			\$99.02		\$28.47			\$127.49		\$0.00	\$0.00	\$0.00 \$0		\$0.00	\$0.00	\$0.00	9/1/2019			\$243.35		4.00%	\$ 99.02	
Project Manager / Resident Engineer / Construction Inspector		\$47.17	\$70.76	\$94.34	\$32.12		\$102.88					\$28.47			\$131.45		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2020			\$253.09		4.00%	\$ 102.98	
Group 2		\$50.62		\$101.24	\$32.12		\$108.05					\$28.47			\$135.57		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2021			\$263.21		4.00%	\$ 107.10	N/A
	DAY	\$50.62		\$101.24	\$32.12		\$108.05					\$28.47			\$139.85		\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2022			\$273.73		4.00%	\$ 111.38	
Prevailing Wage Work		\$50.62	\$75.93	\$101.24	\$32.12	\$82.74	\$108.05	\$133.36	115.84	\$115.84	\$115.84	\$28.47	\$144.31	\$144.31	\$144.31	\$0.00	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	\$0.00	7/1/2023	6/30/2024	\$284.69	\$284.69	\$284.69	4.00%	\$ 115.84	
EXEMPT	NoCAL																														
Charles Dory	FIELD	\$50.66		\$101.32	\$31.06		\$107.05			+	\$99.02	\$28.47			\$127.49		\$0.00	(\$4.89)	\$0.00 \$0			\$0.00	(\$2.59)	9/1/2019					4.00%	\$ 99.02	
Project Manager / Resident Engineer / Construction Inspector		\$52.80		\$105.60	\$32.12		\$111.32					\$28.47			\$131.45		\$0.00	(\$6.27)		0.00 (\$2.62	, , , , , , , ,	\$0.00	(\$3.65)	7/1/2020		\$253.09			4.00%	\$ 102.98	
Group 2		\$56.25		\$112.50	\$32.12		\$116.50					\$28.47			\$135.57		\$0.00	(\$9.05)		0.00 (\$5.40			(\$3.65)	7/1/2021					4.00%	\$ 107.10	N/A
		\$56.25		\$112.50	\$32.12		\$116.50					\$28.47			\$139.85		\$0.00	(\$4.77)	\$0.00 \$0				(\$3.65)	7/1/2022			\$273.73		4.00%	\$ 111.38	
Prevailing Wage Work	NIGHT	\$56.25	\$84.38	\$112.50	\$32.12	\$88.37	\$116.50	\$144.62	115.84	\$115.84	\$115.84	\$28.47	\$144.31	\$144.31	\$144.31	\$0.00	\$0.00	(\$0.31)	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	(\$0.31)	7/1/2023	6/30/2024	\$284.69	\$284.69	\$285.45	4.00%	\$ 115.84	
EXEMPT	NoCAL	<u>.</u>																					+								
Charles Dory	FIELD	<u>'</u>							+	\$99.02	+	\$28.47	\$127.49		\$127.49		\$0.00	\$0.00	40.00	0.00 \$0.00	\$0.00	\$0.00	\$0.00	9/1/2019		\$243.35		\$243.35	4.00%	\$ 99.02	
Project Manager / Resident Engineer / Construction Inspector										\$102.98		\$28.47			\$131.45		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2020			\$253.09		4.00%	\$ 102.98	
										\$107.10		\$28.47			\$135.57		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2021			\$263.21		4.00%	\$ 107.10	N/A
										\$111.38		\$28.47			\$139.85		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2022			\$273.73		4.00%	\$ 111.38	
Non-Prevailing Wage Work								1	115.84	\$115.84	\$115.84	\$28.47	\$144.31	\$144.31	\$144.31	\$0.00	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	\$0.00	7/1/2023	6/30/2024	\$284.69	\$284.69	\$284.69	4.00%	\$ 115.84	
EXEMPT	Non-PW Work														ļ.,											ļ.,	1				
Gina Prchlik	FIELD	\$45.03		\$90.06	\$31.06		\$98.61			\$79.31		\$16.86	\$96.17		\$96.17	\$0.00	(\$2.44)	(\$24.95)	\$0.00 \$0		\$0.00	(\$2.44)	(\$14.20)	9/1/2019			\$200.90		4.00%	\$ 79.31	
Resident Engineer / Office Engineer / Labor Compliance		\$47.17	\$70.76	\$94.34	\$32.12		\$102.88				\$82.48	\$16.86	\$99.34		\$99.34		(\$3.54)	(\$27.12)	\$0.00 \$0			(\$3.54)	(\$15.26)	7/1/2020			\$211.39		4.00%	\$ 82.48	
Group 2		\$50.62	\$75.93	\$101.24	\$32.12		\$108.05				\$85.78	\$16.86			\$102.64		(\$5.41)	(\$30.72)	\$0.00 \$0			(\$5.41)	(\$15.26)	7/1/2021					4.00%	\$ 85.78	N/A
	DAY	\$50.62		\$101.24	\$32.12		\$108.05		\$89.21		\$89.21	\$16.86			\$106.07		(\$1.98)	(\$27.29)		0.00 (\$12.0		(\$1.98)	(\$15.26)	7/1/2022			\$224.11		4.00%	\$ 89.21	
Prevailing Wage Work		\$50.62	\$75.93	\$101.24	\$32.12	\$82.74	\$108.05	\$133.36	\$92.78	\$92.78	\$92.78	\$16.86	\$109.64	\$109.64	\$109.64	\$0.00	\$0.00	(\$23.72)	\$0.00 \$0	0.00 (\$8.46	\$0.00	\$0.00	(\$15.26)	7/1/2023	6/30/2024	\$228.02	\$228.02	\$286.31	4.00%	\$ 92.78	
EXEMPT	NoCAL	450.00	475.00	****	****	20170	****	****		070.01	070.04	***	000.47	000.47	200.47	***	(0.40.00)	(000.04)				(0.10.00)	(0.4.4.00)	_	+	010101	2001.05	****			
Gina Prchlik	FIELD	\$50.66		\$101.32	\$31.06		\$107.05		\$79.31		\$79.31	\$16.86	\$96.17		\$96.17	\$0.00	(\$10.88)	(\$36.21)		0.00 (\$22.0		(\$10.88)	(\$14.20)	9/1/2019			\$221.65	\$283.90	4.00%	\$ 79.31	
Resident Engineer / Office Engineer / Labor Compliance		\$52.80		\$105.60 \$112.50	\$32.12 \$32.12		\$111.32 \$116.50			\$82.48 \$85.78	\$82.48 \$85.78	\$16.86 \$16.86	\$99.34		\$99.34 \$102.64		(\$11.98)	(\$38.38) (\$41.98)		0.00 (\$23.1	, , , , , , , ,	(\$11.98) (\$13.86)	(\$15.26)	7/1/2020	0.00.00		\$232.15 \$244.86		4.00% 4.00%	\$ 82.48 \$ 85.78	
Group 2		\$56.25 \$56.25		\$112.50	\$32.12		\$116.50		\$89.21		\$89.21	\$16.86			\$102.04		(\$13.86) (\$10.43)	(\$38.55)	\$0.00 \$0 \$0.00 \$0	0.00 (\$26.7) 0.00 (\$23.2)		(\$10.43)	(\$15.26) (\$15.26)	7/1/2021 7/1/2022			\$244.86		4.00%	\$ 89.21	N/A
Provisiting Wago Work	NIGHT	\$56.25		\$112.50	\$32.12		\$116.50				\$92.78	\$16.86			\$100.07		(\$6.86)	(\$34.98)	\$0.00 \$0			(\$6.86)	(\$15.26)	7/1/2022		\$219.24			4.00%	\$ 92.78	
Prevailing Wage Work EXEMPT	NoCAL	\$50.25	\$04.30	\$112.50	φ32.12	\$00.37	\$110.50	\$144.02	\$32.70	\$92.70	φ92.70	φ10.00	\$109.04	\$109.04	\$109.04	φυ.υυ	(\$0.00)	(\$34.90)	\$0.00 \$0	(\$19.7	\$0.00	(\$0.00)	(\$15.20)	1/1/2023	6/30/2024	\$220.02	\$244.00	\$313.99	4.00%	\$ 92.10	
Gina Prchlik	FIELD								\$79.31	¢70.21	\$79.31	\$16.86	\$96.17	\$96.17	\$96.17	\$0.00	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	\$0.00	9/1/2019	6/30/2020	\$194.91	\$194.91	\$194.91	4.00%	\$ 79.31	
	FIELD	1							\$82.48		\$82.48	\$16.86	\$99.34		\$99.34	\$0.00	\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00			\$202.70			4.00%	\$ 82.48	
Resident Engineer / Office Engineer / Labor Compliance										\$85.78	\$85.78	\$16.86	\$102.64			\$0.00		\$0.00					\$0.00	7/1/2020		\$202.70		\$202.70	4.00%	\$ 85.78	
														\$102.64			\$0.00		\$0.00 \$0			\$0.00		.,.,	0.00.000				4.00%		N/A
									+		\$89.21	\$16.86			\$106.07		\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2022			\$219.24			\$ 89.21	
Non-Prevailing Wage Work EXEMPT	Non-PW Work								\$92.78	\$92.78	\$92.78	\$16.86	\$109.64	\$109.64	\$109.64	\$0.00	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	\$0.00	7/1/2023	6/30/2024	\$228.02	\$228.02	\$228.02	4.00%	\$ 92.78	
		#45.00	007.55	400.00	004.00	670.00	600.04	0101 10	***	605.40	6407.00	AD 04	674.00	\$400.50	0405.04	(04.40)	60.00	80.00	80.00	2.00	(0.4.40	00.00	00.00			0407.04	0004.04	6040.00	4.00%	A 00.05	
Ernest Leo	FIELD	\$45.03 \$47.17		\$90.06 \$94.34	\$31.06		\$98.61			\$95.48 \$99.30		\$8.04	\$71.69 \$74.24		\$135.34		\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2019	6/30/2020	\$167.24	\$234.64 \$244.04		4.00%	\$ 63.65 \$ 66.20	
Construction Inspector					\$32.12		\$102.88					+			\$140.44		\$0.00	\$0.00	\$0.00 \$0				\$0.00		0.00.00						
Group 2		\$50.62		\$101.24	\$32.12		\$108.05			\$103.28		\$8.04			\$145.74		\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2021			\$253.81		4.00%	\$ 68.85	N/A
	DAY	\$50.62		\$101.24	\$32.12		\$108.05			\$107.40		\$8.04			\$151.24		\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2022			\$263.95		4.00%	\$ 71.60	
Prevailing Wage Work		\$50.62	\$75.93	\$101.24	\$32.12	\$82.74	\$108.05	\$133.36	\$74.46	\$111.69	\$148.92	\$8.04	\$82.50	\$119.73	\$156.96	(\$0.24)	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	(\$0.24	\$0.00	\$0.00	7/1/2023	6/30/2024	\$183.58	\$274.49	\$365.99	4.00%	\$ 74.46	
NON-EXEMPT Ernest Leo	NoCAL FIELD	\$50.66	↑75.00	\$101.32	£24.06	604.70	\$107.05	£422.20	eca ce	\$95.48	6427.20	\$8.04	\$71.69	£402 E2	\$135.34	(\$10.03)	(00 E4)	\$0.00	\$0.00 \$0	0.00 \$0.00	(610.00	(62.54)	\$0.00	9/1/2019	0/00/0000	£404.00	\$243.33	\$312.86	4.000/	\$ 63.65	
	FIELL				\$31.06		\$107.05			\$99.30		+			\$135.34		(\$3.54)	+			(\$10.03 (\$10.68		1		0.00.000				4.00%		
Construction Inspector		\$52.80		\$105.60	\$32.12							\$8.04						\$0.00	\$0.00 \$0				\$0.00	7/1/2020					4.00%	\$ 66.20	
Group 2		\$56.25 \$56.25		\$112.50 \$112.50	\$32.12 \$32.12		\$116.50 \$116.50			\$103.28 \$107.40		\$8.04 \$8.04	\$76.89 \$79.64		\$145.74 \$151.24		(\$5.18) (\$1.06)	\$0.00 \$0.00	\$0.00 \$0 \$0.00 \$0	0.00 \$0.00 0.00 \$0.00			\$0.00 \$0.00	7/1/2021 7/1/2022			\$266.54 \$266.54		4.00% 4.00%	\$ 68.85 \$ 71.60	N/A
Prevailing Wage Work	NIGHT	\$56.25		\$112.50	\$32.12		\$116.50			\$107.40		\$8.04 \$8.04	\$79.64	\$110.44	\$151.24	(\$8.73)	\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2022		\$197.42			4.00%	\$ 71.60 \$ 74.46	
NON-EXEMPT	NoCAL	ψ30.25	ψ04.30	ψ112.50	ψ32.12	ψ00.37	ψ110.00	ψ144.02	₩14.40	ψ1111.08	ψ 1 4 0.32	ψ0.04	ψυ2.50	ψ118.13	ψ100.90	(ψυ.στ)	ψ0.00	ψυ.υυ	\$0.00	J.50 \$0.00	(\$0.07	, 90.00	ψυ.υυ	11112023	0/30/2024	ψ131.42	Ψ214.49	φυυυ.99	7.0076	9 /4.40	
Ernest Leo	FIELD	1		+	+				\$63.65	\$95.48	\$127.30	\$8.04	\$71.69	\$103.52	\$135.34	\$0.00	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	\$0.00	9/1/2019	6/30/2020	\$156.43	\$234.64	\$312.86	4.00%	\$ 63.65	
Construction Inspector	FIELD	1								\$99.30		\$8.04	\$74.24		\$140.44		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2020			\$244.04		4.00%	\$ 66.20	
Construction inspector										\$103.28		\$8.04			\$145.74		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2020		\$169.21			4.00%	\$ 68.85	
										\$107.40		\$8.04			\$151.24		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2022		\$175.97			4.00%	\$ 71.60	N/A
Non-Prevailing Wage Work		1								\$111.69		\$8.04	\$82.50		\$151.24		\$0.00	\$0.00		0.00 \$0.00		\$0.00	\$0.00	7/1/2022		\$182.99			4.00%	\$ 74.46	
NON-EXEMPT	Non-PW Work							1			÷	Ψ0.04	\$52.55			\$0.00	\$5.00	ψ0.00	\$0.00	ψ0.00	₩0.00	\$0.00	\$3.00	.,.,,2023	5,50,2024	1	\$2.7.73	ļ \$550.55	1	7 / 7.73	
Jeffery Smith	FIELD	\$45.03	\$67.55	\$90.06	\$31.06	\$76.00	\$98.61	\$121 12	\$63.86	\$95.79	\$127.72	\$7.96	\$71.82	\$103.75	\$135.68	(\$4.27)	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	(\$4.27	\$0.00	\$0.00	9/1/2019	6/30/2020	\$167.44	\$235.42	\$313.89	4.00%	\$ 63.86	
Construction Inspector	1,511	\$47.17	70	\$94.34	\$32.12		\$102.88			\$99.62		\$7.96	\$71.02		\$140.78		\$0.00	\$0.00	\$0.00 \$0				\$0.00	7/1/2020	0.00.000		\$244.82		4.00%	\$ 66.41	
Group 2		\$50.62		\$101.24	\$32.12		\$102.00			\$103.61		\$7.96 \$7.96	\$77.03	\$107.56		(\$4.92)	\$0.00	\$0.00		0.00 \$0.00			\$0.00	7/1/2020		\$175.30			4.00%	\$ 69.07	
Group 2	DAY	\$50.62		\$101.24	\$32.12		\$108.05			\$103.01		\$7.96	\$79.79		\$151.62		\$0.00	\$0.00		0.00 \$0.00			\$0.00	7/1/2021					4.00%	\$ 71.83	N/A
Daniellian 18/2 18/2	DAY	\$50.62		\$101.24	\$32.12		\$108.05			\$107.75		\$7.96 \$7.96	\$79.79		\$151.62		\$0.00	\$0.00 \$0.00		0.00 \$0.00			\$0.00	7/1/2022				\$353.06	4.00%	\$ 71.83 \$ 74.70	
Prevailing Wage Work NON-EXEMPT	NoCAL	φ30.02	φ/5.93	φ101.24	φ32.12	φ02./4	φ 100.00	φ133.30	φ14.1U	CU.211¢	ψ148.4U	φ1.90	Φ0∠.00	\$12U.UT	φ107.30	(φυ.υο)	φυ.υυ	φυ.υυ	\$0.00 \$0	J.00 \$0.00	(\$0.08)	φυ.υυ	φυ.υυ	//1/2023	0/30/2024	\$100.78	\$215.38	φου/.1/	7.0076	\$ 74.70	
Jeffery Smith	FIELD	\$50.66	\$75.99	\$101.32	\$31.06	\$81.72	\$107.05	\$132.38	\$63.86	\$95.79	\$127.72	\$7.96	\$71.82	\$103.75	\$135.68	(\$9.90)	(\$3.30)	\$0.00	\$0.00 \$0	0.00 \$0.00	(\$9.90	(\$3.30)	\$0.00	9/1/2019	6/30/2020	\$181.27	\$243.53	\$313.89	4.00%	\$ 63.86	
Construction Inspector	FIELD	\$50.00		\$105.60	\$32.12		\$107.03			\$99.62		\$7.96	\$71.02		\$140.78		(\$3.75)	\$0.00	\$0.00 \$0		(\$10.55		\$0.00	7/1/2020			\$254.02		4.00%	\$ 66.41	
Group 2		\$56.25		\$105.60	\$32.12		\$116.50			\$103.61		\$7.96 \$7.96			\$140.76			\$0.00	\$0.00 \$0				\$0.00	7/1/2020			\$266.74		4.00%	\$ 69.07	
STOUP E		\$56.25 \$56.25		\$112.50	\$32.12		\$116.50			\$103.01		\$7.96			\$151.62		(\$0.79)	\$0.00	\$0.00 \$0				\$0.00	7/1/2021	6/30/2023		\$266.74	\$353.06	4.00%	\$ 71.83	N/A
Prevailing Wage Work	NIGHT	\$56.25		\$112.50	\$32.12		\$116.50			\$112.05		\$7.96	\$82.66		\$157.36		\$0.00	\$0.00		0.00 \$0.00			\$0.00	7/1/2022					4.00%	\$ 74.70	
NON-EXEMPT	NoCAL	1 50.20	+555		-522	- 50.07						ŢO				(+=:)	72.00				(ψο., 1	, , , , , , ,	-5.55		1				1		
Jeffery Smith	FIELD								\$63.86	\$95.79	\$127 72	\$7.96	\$71.82	\$103.75	\$135.68	\$0.00	\$0.00	\$0.00	\$0.00 \$0	0.00 \$0.00	\$0.00	\$0.00	\$0.00	9/1/2019	6/30/2020	\$156.94	\$235.42	\$313.89	4.00%	\$ 63.86	
Construction Inspector	FIELU									\$99.62		\$7.96	\$71.02		\$140.78		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2020		\$163.21			4.00%	\$ 66.41	
		1		1						\$103.61		\$7.96	\$77.03		\$146.10		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2020			\$254.62		4.00%	\$ 69.07	
										\$103.01		\$7.96			\$151.62		\$0.00	\$0.00	\$0.00 \$0			\$0.00	\$0.00	7/1/2021			\$264.80		4.00%	\$ 71.83	N/A
Non-Prevailing Wage Work										\$112.05		\$7.96			\$157.36			\$0.00	\$0.00 \$0			\$0.00	\$0.00		6/30/2024				4.00%	\$ 74.70	
NON-EXEMPT	Non-PW Work								7.7.70	\$. 12.00	Ç.70.70	Ψ1.50	ψ02.00	\$120.01	\$107.00	ψυ.υυ	\$0.00	ψ0.00	JU.00	νο.00	Ψ0.00	Ψ0.00	\$0.00	1,1,2023	0/30/2024	¥100.00	Ψ210.00	\$507.17	1.5575	Ţ 74.70	
		1		1	1		1						1	1	1					1		1	1	1	1		1	1	1		

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Michael Strahan	FIELD	\$45.03
 | + | \$15.32 | \$78.32
 | \$109.82 | T | \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 9/1/2019 | 6/30/2020 | 4 | \$232.25 | \$309.66
 | 4.00% | \$ 63.00 | |
| Construction Inspector | | \$47.17 | \$70.76 | \$94.34 | \$32.12 | | \$102.88 | | | \$98.28
 | | \$15.32 |
 | \$113.60 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2020 | 6/30/2021 | | \$241.53 |
 | 4.00%
4.00% | \$ 65.52 | |
| Group 2 | | \$50.62 | \$75.93 | \$101.24 | \$32.12 | | \$108.05 | | | \$102.21
 | | \$15.32 |
 | \$117.53 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2021 | | | \$251.19 | | | | | |
 | | \$ 68.14 | N/A |
| | DAY | \$50.62 | \$75.93 | \$101.24 | \$32.12 | | | \$133.36 | |
 | | \$15.32 |
 | | \$157.06 \$0. | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2022 | | \$174.17 | |
 | 4.00% | \$ 70.87 | |
| Prevailing Wage Work NON-EXEMPT | NoCAL | \$50.62 | \$75.93 | \$101.24 | \$32.12 | \$82.74 | \$108.05 | \$133.36 | \$73.70 | \$110.55
 | \$147.40 | \$15.32 | \$89.02
 | \$125.87 | \$162.72 \$0. | \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2023 | 6/30/2024 | \$181.13 | \$271.69 | \$362.25
 | 4.00% | \$ 73.70 | |
| Michael Strahan | FIELD | \$50.66 | \$75.99 | \$101.32 | \$31.06 | \$81.72 | \$107.05 | \$132.38 | \$63.00 | \$94.50
 | \$126.00 | \$15.32 | \$78.32
 | \$109.82 | \$141.32 (\$3 | 0) \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | (\$3.40) | \$0.00
 | \$0.00 | 9/1/2019 | 6/20/2020 | \$163.10 | \$232.25 | \$309.66
 | 4.00% | \$ 63.00 | |
| Construction Inspector | TILLED | \$52.80 | \$79.20 | \$105.60 | \$32.12 | | \$111.32 | | | \$98.28
 | | \$15.32 |
 | \$113.60 | | | \$0.00
 | |
 | \$0.00 | (\$4.08) | \$0.00
 | \$0.00 | 7/1/2020 | | | \$241.53 | | | | | |
 | 4.00% | \$ 65.52 | |
| Group 2 | | \$56.25 | \$84.38 | \$103.00 | \$32.12 | | | \$144.62 | |
 | | \$15.32 |
 | \$117.53 | | | \$0.00
 | |
 | \$0.00 | (\$4.91) | \$0.00
 | \$0.00 | 7/1/2020 | | | | \$334.92
 | 4.00% | \$ 68.14 | | | | | | | | |
| Croup 2 | | \$56.25 | \$84.38 | \$112.50 | \$32.12 | | | \$144.62 | |
 | | \$15.32 |
 | \$121.63 | | | \$0.00
 | |
 | \$0.00 | (\$2.18) | \$0.00
 | \$0.00 | 7/1/2022 | | | | \$348.34
 | 4.00% | \$ 70.87 | N/A | | | | | | | |
| Prevailing Wage Work | NIGHT | \$56.25 | \$84.38 | \$112.50 | \$32.12 | | | \$144.62 | |
 | | \$15.32 |
 | \$125.87 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2023 | | \$181.13 | |
 | 4.00% | \$ 73.70 | |
| NON-EXEMPT | NoCAL | \$00.20 | ψο που | ψ112.00 | ψο2 <u>2</u> | \$00.07 | ψ. το.οο | ψ111.0 <u>L</u> | V. U | \$110.00
 | V | ψ10.0 <u>L</u> | \$00.0 <u>2</u>
 | ψ120.01 | V.02.72 | \$ 0.00 | 0.00
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 | | • | |
| Michael Strahan | FIELD | | | | | | | | \$63.00 | \$94.50
 | \$126.00 | \$15.24 | \$78.24
 | \$109.74 | \$141.24 \$0. | \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 9/1/2019 | 6/30/2020 | \$154.83 | \$232.25 | \$309.66
 | 4.00% | \$ 63.00 | |
| Construction Inspector | | | | | | | | | | \$98.28
 | | \$15.24 |
 | \$113.52 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2020 | | \$161.02 | |
 | 4.00% | \$ 65.52 | |
| | | | | | | | | | | \$102.21
 | | \$15.24 |
 | | \$151.52 \$0. | | \$0.00
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 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2021 | | \$167.46 | |
 | 4.00% | \$ 68.14 | N/A |
| | | | | | | | | | \$70.87 | \$106.31
 | \$141.74 | \$15.24 | \$86.11
 | \$121.55 | \$156.98 \$0. | \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2022 | 6/30/2023 | \$174.17 | \$261.26 | \$348.34
 | 4.00% | \$ 70.87 | IN/A |
| Non-Prevailing Wage Work | | | | | | | | | | \$110.55
 | | \$15.24 |
 | | \$162.64 \$0. | | \$0.00
 | |
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 | \$0.00 | 7/1/2023 | | \$181.13 | | | | | | |
 | 4.00% | \$ 73.70 | |
| NON-EXEMPT | Non-PW Work | | | | | | | | . |
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| Nathan Hayler | FIELD | \$45.03 | \$67.55 | \$90.06 | \$31.06 | \$76.09 | \$98.61 | \$121.12 | \$74.26 | \$111.39
 | \$148.52 | \$15.32 | \$89.58
 | \$126.71 | \$163.84 \$0. | \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 9/1/2019 | 6/30/2020 | \$182.50 | \$273.75 | \$365.01
 | 4.00% | \$ 74.26 | |
| Resident Engineer / Construction Inspector | | \$47.17 | \$70.76 | \$94.34 | \$32.12 | \$79.29 | \$102.88 | \$126.46 | \$77.23 | \$115.85
 | \$154.46 | \$15.32 | \$92.55
 | \$131.17 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2020 | | \$189.80 | |
 | 4.00% | \$ 77.23 | |
| Group 2 | | \$50.62 | \$75.93 | \$101.24 | \$32.12 | | \$108.05 | | | \$120.48
 | | \$15.32 | \$95.64
 | \$135.80 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2021 | | \$197.40 | |
 | 4.00% | \$ 80.32 | N/A |
| | DAY | \$50.62 | \$75.93 | \$101.24 | \$32.12 | | \$108.05 | | | \$125.30
 | | \$15.32 |
 | \$140.62 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2022 | | \$205.28 | |
 | 4.00% | \$ 83.53 | N/A |
| Prevailing Wage Work | | \$50.62 | \$75.93 | \$101.24 | \$32.12 | | \$108.05 | | | \$130.31
 | | \$15.32 |
 | \$145.63 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2023 | | \$213.49 | | | | | | |
 | 4.00% | \$ 86.87 | |
| NON-EXEMPT | NoCAL | | | | | | | I | |
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| Nathan Hayler | FIELD | \$50.66 | \$75.99 | \$101.32 | \$31.06 | | \$107.05 | | | \$111.39
 | | \$15.32 | \$89.58
 | \$126.71 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 9/1/2019 | 6/30/2020 | | \$273.75 | | | | | |
 | 4.00% | \$ 74.26 | |
| Resident Engineer / Construction Inspector | | \$52.80 | \$79.20 | \$105.60 | \$32.12 | | | \$137.72 | |
 | | \$15.32 | \$92.55
 | \$131.17 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2020 | 6/30/2021 | | |
 | 4.00% | \$ 77.23 | |
| Group 2 | | \$56.25 | \$84.38 | \$112.50 | \$32.12 | | \$116.50 | | | \$120.48
 | | \$15.32 | \$95.64
 | \$135.80 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2021 | | \$197.40 | |
 | 4.00% | \$ 80.32 | N/A |
| | | \$56.25 | \$84.38 | \$112.50 | \$32.12 | | \$116.50 | | | \$125.30
 | | \$15.32 | \$98.85
 | \$140.62 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2022 | | | \$307.93 |
 | 4.00% | \$ 83.53 | (4//) |
| Prevailing Wage Work | NIGHT | \$56.25 | \$84.38 | \$112.50 | \$32.12 | \$88.37 | \$116.50 | \$144.62 | \$86.87 | \$130.31
 | \$173.74 | \$15.32 | \$102.19
 | \$145.63 | \$189.06 \$0. | \$0.00 | \$0.00
 | \$0.00 | \$0.00
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2023 | 6/30/2024 | \$213.49 | \$320.24 | \$426.99
 | 4.00% | \$ 86.87 | | | | | | | | |
| NON-EXEMPT | NoCAL | | | | | | | | |
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| Nathan Hayler | FIELD | <u>'</u> | | | | | | | | \$111.39
 | | \$15.24 | \$89.50
 | \$126.63 | | | \$0.00
 | 40.00 | +
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 9/1/2019 | | | \$273.75 |
 | 4.00% | \$ 74.26 | |
| Resident Engineer / Construction Inspector | | | | | | | | | | \$115.85
 | | \$15.24 |
 | \$131.09 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2020 | | | \$284.70 |
 | 4.00% | \$ 77.23 | |
| | | | | | | | | | | \$120.48
 | | \$15.24 |
 | \$135.72 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2021 | | \$197.40 | |
 | 4.00% | \$ 80.32 | N/A |
| | | | | | | | | | | \$125.30
 | | \$15.24 |
 | \$140.54 | | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 7/1/2022 | | | \$307.93 |
 | 4.00% | \$ 83.53 | |
| Non-Prevailing Wage Work | | 1 | | | | | | | \$86.87 | \$130.31 I
 | \$173.74 | \$15.24 | \$102.11
 | \$145.55 | \$188.98 \$0. | \$0.00 | \$0.00
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 | \$0.00 | 7/1/2023 | 6/30/2024 | \$213.49 | \$320.24 | \$426.99
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| NON-EXEMPT | Non-PW Work | | | | | | | | |
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| Stanley Woodman | Non-PW Work
FIELD | \$45.03 | \$67.55 | \$90.06 | \$31.06 | | \$98.61 | | | \$103.44
 | \$137.92 | \$8.29 | \$77.25
 | \$111.73 | \$146.21 \$0. | | \$0.00
 | |
 | \$0.00 | \$0.00 | \$0.00
 | \$0.00 | 9/1/2019 | | \$169.48 | \$254.22 | \$338.95
 | 4.00% | \$ 68.96 | |
| Stanley Woodman Construction Inspector | HOILT IT HOLK | \$47.17 | \$70.76 | \$94.34 | \$32.12 | \$79.29 | \$102.88 | \$126.46 | \$71.72 | \$103.44
\$107.58
 | \$137.92
\$143.44 | \$8.29
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\$115.87 | \$146.21 \$0.
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\$176.26 | \$254.22
\$264.39 | \$338.95
\$352.52
 | 4.00% | \$ 71.72 | |
| Stanley Woodman | FIELD | \$47.17
\$50.62 | \$70.76
\$75.93 | \$94.34
\$101.24 | \$32.12
\$32.12 | \$79.29
\$82.74 | \$102.88
\$108.05 | \$126.46
\$133.36 | \$71.72
\$74.59 | \$103.44
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| Stanley Woodman Construction Inspector Group 2 | HOILT IT HOLK | \$47.17
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| Stanley Woodman Construction Inspector Group 2 Prevailing Wage Work NON-EXEMPT | FIELD | \$47.17
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| Stanley Woodman Construction Inspector Group 2 Prevailing Wage Work NON-EXEMPT Stanley Woodman | FIELD | \$47.17
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| Stanley Woodman Construction Inspector Group 2 Prevailing Wage Work NON-EXEMPT Stanley Woodman Construction Inspector | FIELD | \$47.17
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| Stanley Woodman Construction Inspector Group 2 Prevailing Wage Work NON-EXEMPT Stanley Woodman Construction Inspector Group 2 Prevailing Wage Work NON-EXEMPT Stanley Woodman Construction Inspector One Year Woodman Construction Inspector Non-Prevailing Wage Work Non-Prevailing Wage Work Non-Prevailing Wage Work Non-EXEMPT Vicki Hayler | FIELD DAY NOCAL FIELD NIGHT NOCAL FIELD NOn-PW Work | \$47.17
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ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING

- 1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates
- 1. Prevaining wages specimed are based on current Dark not certification. Any future Dark escatation of prevaining wage rates win be relected in the loaded rates

 2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

 3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates show in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal.

 The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx.

The billing rates for these employees, including those that rail under general classifications, will be calculated and item actual nounly rates for these employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.

5. Travel Time Charges:

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONTRACT TYPE: Specific Rates of Compensation CONTRACT NO. PROJECT NO. DPW2019-001 DATE: 11/22/2019

SCHEDULE OF OTHER DIRECT COST ITEMS

SCHEDULE OF CHIER DIRECT COST HEIRS												
Ghirardelli Associates, Inc.			Subconsultant's Name			Subconsultant's	Name			Subconsultant's Name		
DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	DESCRIPTION OF ITEMS	UNIT	COST	
Special Tooling			Special Tooling			Communications			Special Tooling			
A.Drone Services	MO	N/C	A.			A. Printing & Reproduction *		N/C	A.			
B.			В.			B.Cell Phone		N/C	B.			
C.			C.			Computer			C.			
Travel			Travel			A. Laptop		N/C	Travel		Note 2	
A. Per Diem		N/C	A. Per diem per Caltrans guidelines		Note 2	Vehicles			A.			
B. Company Vehicles		N/C	B.			A. Vehicle		N/C	B.			
C. Personal Vehicles (Mileage)	mile	N/C	C.			Delivery Services			C.			
Other						A. FEDEX/UPS/ IS Postal *		N/C	Vehicles		N/C	
A.	% Labor					Miscellaneous						
						A.Travel Expenses	Each	Note 2				
* Facilities Capital Cost of Money (FCCM) will be billed as an Other Direct Cost based or						* Extensive printing/shipping	Each	Actual				
rates (AHR) of each employee (Emp) and the number of monthly hours billed (MHB) mu	ultiplied by	the FCCM										

Important Notes: 1. "N/C" denotes No Charge

2. Pre-approved travel and Per Diem will be reimbursed in accordance with the current Calitrans Travel Guide for consultants, and detailed in executed Task Order Cost Estimates. No charge will be invoiced for employee relocation costs.

3. Actual costs are based on prices from appropriate vendors and should be competitive in their respective industries. The costs will be supported with appropriate documents detailed in executed Task Order Cost Estimates. Proposed vendors shall be presented in the Task Order Cost Estimate for each project. Pre-approval by the Caltrans Contract Manager will be required and shall be submitted

along with the actual invoice.

4. Parking, tolls and local transportation cost resulting from commuting to and from the employee's residence to the job site as assigned in the Task Order are not reimbursable.

5. Other Direct Cost (ODC) items claimed shall be in compliance with 48 Code of Federal Regulation, Chapter 1, part 31 (Federal Acquistion Regulation – FAR cost principles) and shall be consistent with the firm's company-wide allocation policies and charging practices with all clients including federal government, state governments, local agencies and private clients.
6. Proposed Items shall be consistently billed directly to all clients (Commercial entities, Federal Govt, State Govt, and not just when the client will pay for them as a direct cost.
7. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
8. For those Items listed here as "tooks of the trade" that is part of indirect cost and not applicable as a direct cost, not as Not Applicable (NA).

Applicable Multiplier Delta Base (Field) =

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE: SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSU	JLT/ CHAUDHARY & ASSOCIATES, INC.	PRIME	SUB	Х			
PROJECT NO. DPW2019-001	CONTRACT:				DATE	12/18/2019	Subconsultant's Participation Amount: \$400,00

oaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Base)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Base)

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations

Fringe Benefit %	Overhead %		General Administration %		Combined %
+	127.16%	+		=	127.16%
+	127.16%	+		=	127.16%
Fringe Benefit %	Overhead %		General Administration %		Combined %
+	173.46%	+		=	173.46%
+	173.46%	+		=	173.46%
	+ + Fringe Benefit % + +	+ 127.16% Fringe Benefit % Overhead % + 173.46%	+ 127.16% + Fringe Benefit % Overhead % + 173.46% +	+ 127.16% + Fringe Benefit % Overhead % General Administration % + 173.46% +	+ 127.16% + = Fringe Benefit % Overhead % General Administration % + 173.46% + = + 173.46% + =

0.00 Prevailing Wage Rate established by DIR **Employee Actual Rate** Applicable DELTA FRINGE = Effective Date of ctual Hour Home Office DELTA TOTAL - DELTA BASE DELTA (TOTAL) = DFI TA Base = (only applicable for prevailing wage work) (fringe benefits vary year over year) Loaded Hourly Billing Rates Hourly Rate Rate and/or Name/Classification Employee Total - DIR Total DIR Rate - Employee Base Rat (Employee - DIR) scalatio Base Salary Total Base Salary + Fringe Benefits Base Salary Total = Base + Fringe Field Office Increase Personnel Hourly Rate 1.5 OT 2.0 OT Benefits 1.5 OT 2.0 OT 1.5 OT 2.0 OT Fringe 1.5 OT 2.0 OT OT (1.5x) OT (2x) From Straight Straight Straight Straight Straight Straight 1.5 OT Straight To Arvin Chaudhary, PE, PLS Task Order Manage OFFICE \$244.88 \$293.88 \$342.88 12/1/2019 12/31/2019 N/A icense No N/A \$254.67 \$305.63 \$356.59 1/1/2020 12/31/2020 4 00% 101.92 \$264.87 \$317.87 \$370.87 1/1/2021 12/31/2021 4.00% 106.00 4.00% Non-Prevailing Wage Work \$330.58 \$385.70 1/1/2022 12/31/2022 110.24 \$275.46 \$343.81 \$401.13 \$286.48 1/1/2023 12/31/2023 114.65 4.00% Non-Exempt/Hourly elmut Korstick, PLS Project Surveyo \$167.42 \$200.92 \$234.42 12/1/2019 12/31/2019 67.00 icense No. 7739 N/A \$174.11 \$208.95 \$243.79 1/1/2020 12/31/2020 4.00% 69.68 \$181.09 \$217.32 \$253.56 1/1/2021 12/31/2021 4.00% 72.47 \$263.70 1/1/2022 12/31/2022 \$188.33 \$226.02 4.00% 75.37 Non-Prevailing Wage Work \$195.85 \$235.04 \$274.23 1/1/2023 12/31/2023 4.00% 78.38 Non-Exempt/Ho lelmut Korstick, PLS Project Surveyor FIELD \$45.03 \$67.55 \$90.06 \$31.05 \$76.08 \$98.60 \$121.1 \$100.50 \$134.00 \$31.05 \$98.05 \$131.55 \$165.05 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$201.54 \$235.04 \$268.54 12/1/2019 12/31/2019 67.00 License No. 7739 \$47.03 \$70.55 \$94.06 \$32.05 \$79.08 \$102.60 \$126.1 \$69.68 \$104.52 \$139.36 \$32.05 \$101.73 \$136.57 \$171.4 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$209.60 \$244.44 \$279.28 1/1/2020 12/31/2020 4.00% 69.68 \$47.03 \$70.55 \$94.06 \$32.05 \$108.71 \$144.94 \$32.05 \$104.52 \$140.76 \$176.99 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$217.99 \$254.23 \$79.08 \$102.60 \$126.1 \$72.47 \$0.00 \$0.00 \$290.46 1/1/2021 12/31/2021 4.00% 72.47 \$70.55 \$94.06 \$32.05 \$79.08 \$102.60 \$126.1 \$150.74 \$107.42 \$145.11 \$182.79 \$0.00 \$0.00 \$0.00 \$0.00 \$226.72 \$264.40 \$302.09 1/1/2022 12/31/2022 4.00% 75.37 evailing Wage Work \$47.03 \$70.55 \$94.06 \$32.05 \$79.08 \$102.60 \$126.11 \$78.38 \$117.57 \$156.76 \$32.05 \$110.43 \$149.62 \$188.81 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$235.77 \$274.96 \$314.1 1/1/2023 12/31/2023 4.00% 78.38 (Non-Exempt/Hourly) OFFICE Associate Surveyor \$170.93 \$55.00 - 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\$57.32 Non-Exempt/Hourly) Rodperson \$39.06 \$58.59 \$78.12 \$31.05 \$70.11 \$89.64 \$109.17 \$42.00 \$63.00 \$84.00 \$31.05 \$73.05 \$94.05 \$115.05 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$126.34 \$147.34 \$168.34 12/1/2019 12/31/2019 42.00 \$39.06 - \$44.00 \$41.06 \$61.59 \$82.12 \$32.05 \$73.11 \$93.64 \$114.17 \$43.68 \$65.52 \$87.36 \$32.05 \$75.73 \$97.57 \$119.41 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$131.39 \$153.23 \$175.07 1/1/2020 12/31/2020 4.00% 43.68 \$40.62 - \$45.76 \$41.06 \$61.59 \$82.12 \$32.05 \$73.11 \$93.64 \$114.17 \$45.43 \$68.15 \$90.86 \$32.05 \$77.48 \$100.20 \$122.91 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$136.66 \$159.37 \$182.09 1/1/2021 12/31/2021 4.00% 45.43 \$42.25 - \$47.59 Prevailing Wage Work \$41.06 \$61.59 \$82.12 \$32.05 \$73 11 \$93.64 \$114 17 \$47.25 \$70.88 \$94.50 \$32.05 \$79.30 \$102.93 \$126.55 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$142 13 \$165.76 \$189.38 1/1/2022 12/31/2022 4.00% 47.25 \$43 94 - \$49 50 \$41.06 \$61.59 \$82.12 \$32.05 \$73.11 \$93.64 \$114.17 \$73.71 \$98.28 \$32.05 \$81.19 \$105.76 \$130.33 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$147.82 \$172.39 \$196.96 1/1/2023 12/31/2023 4.00% 49.14 \$45.70 - \$51.48 on-Exempt/Hourly) 1112058/Personnel Requests/Chaudhary

PROJECT NO. DPW2019-001

Straight OT (1.5x)

EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

Subconsultant's Participation Amount: \$400,000

ACTUAL COST PLUS FIXED FEE: SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

Name/Classification	Home Office Personnel Field Office	Prevailing Wage Rate (only applicable for pr		Employee Actu (fringe benefits vary y Base Salary		Applicable DELTA (TOTAL) = Employee Total - DIR Total	Applicable DELTA Base = DIR Rate - Employee Base Rate	Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)	Loaded Hourly B	Billing Rates	Effective Date of Hourly Rate	% Actual H Rate an Avera	d/or
The TW differentials belta bas	se and Delta i linge show										Applicable M	lultiplier Fringe (Field)	= 0.00
The PW differentials Delta Bas	se and Delta Eringe shown	in the formulae above for Loaded Ri	lling Rates are applicable only when pe	erforming services covered under DIP	determinations		<u> </u>				Applicable Multipli	er Delta Base (Field)	= 0.00
C) Straight Time or 1.5X or 2.	.0X Overtime = Actual Hou	rly Rate * (1 + Field O.H.) * (1 + Fee)	+ Delta Base * (Applicable Multiplier	Delta Base) + Delta Fringe * (Applicat	le Multiplier Delta Fringe)							Fee =	10.000%
Exempt Employee Loaded B						* •		OVERTIME	+	173.46%	+	=	173.46%
B) 1.5X or 2.0X Overtime = (A)	Actual Hourly Rate) * (1 + F	Field O.H.) * (1 + Fee) +.5X or 1.0X (A	Actual Hourly Rate) + Delta Base * (App	plicable Multiplier Delta Base) + Delta	a Fringe * (Applicable Multiplier	r Delta Fringe)		NORMAL	+	173.46%	+	=	173.46%
A) Straight Time = Actual Ho	urly Rate * (1 + Field O.H.)	* (1 + Fee) + Delta Base * (Applicat	ole Multiplier Delta Base) + Delta Fring	ge * (Applicable Multiplier Delta Fringe)			Field Office Personnel:	Fringe Benefit %	Overhead %	General Adm	inistration %	Combined %
Non Exempt Employee Load	ded Billing Rates							OVERTIME	+	127.16%	+	=	127.16%
Loaded Nate Calculation								NORMAL	+	127.16%	+	=	127.16%
Loaded Rate Calculation								Home Office Personnel:	Fringe Benefit %	Overhead %	General Adm	inistration %	Combined %

1. Prevailing Wages specified are based on current DIR determination. Any future DIR escalation of prevailing wage rates will be reflected in the loaded rates

2.0 OT

2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.

1.5 OT

Straight

CONSULT/ CHAUDHARY & ASSOCIATES, INC.

3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.

12/18/2019

DATE__

4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on 11/21/19. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on 11/21/19. Hourly rates for new employees hired after the date of this cost proposal having similar experience.

Travel Time Charges

For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.

1.5 OT

2.0 OT

PRIME ____ SUB X

For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:

Billing rate for travel time = Loaded Rate Formula "C" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)

For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow:

Cost Proposal

10.00%

FEE % =

EXHIBIT 10-H2 COST PROPOSAL PAGE 1 OF 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed							
Consultant	WRECO		☐ Prime Consultant	X Subconsultant	☐ 2 nd Tier Subo	consultant	
Project No.	DPW2019-001	Contract No:		Participation Amount	\$150,000	Date: 12/17/2	2019
For Combined Rate							
	Fringe Benefit %	+ General &Administra	ative %	=	Combined Indirect Co	ost Rate (ICR) %	
		OR					
or Home Office Rate							
	Fringe Benefit 70.36	5% + General &Administr	ative 67.44%	= 137.80%	Home Office ICR%		
or Field Office Rate							
	Fringe Benefit 71.05	5% + General &Administr	ative 36.75%	= 107.80%	Field Office ICR%		

BILLING INFORMATION CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hour	urly Billing Rates ²		Effective dat	e of hourly rate	Actual or Avg % or \$ increase		Hourly ra	nge - for
	Straight	OT(1.5x)	OT(2x)	From	То	hourly rate ³	% Of \$ Increase	classificat	ions only
Han-Bin Liang*	\$255.72	N/A	N/A	1/1/2019	12/31/2019	\$97.76			
Principal Engineer	\$265.95	N/A	N/A	1/1/2020	12/31/2020	\$101.67	4.00%	Not Ap	plicable
	\$276.59	N/A	N/A	1/1/2021	12/31/2021	\$105.74	4.00%		
Jennifer Abrams*	\$142.80	\$142.80	\$142.80	1/1/2019	12/31/2019	\$54.59			
Senior Engineer	\$148.51	\$148.51	\$148.51	1/1/2020	12/31/2020	\$56.77	4.00%	Not App	plicable
	\$154.45	\$154.45	\$154.45	1/1/2021	12/31/2021	\$59.04	4.00%		
Supervising Engineer	\$209.26	N/A	N/A	1/1/2019	12/31/2019	\$80.00		\$65.00 -	\$95.00
	\$217.63	N/A	N/A	1/1/2020	12/31/2020	\$83.20	4.00%	\$67.60 -	\$98.80
	\$226.34	N/A	N/A	1/1/2021	12/31/2021	\$86.53	4.00%	\$70.30 -	\$102.75
Senior Engineer/ Geotechnical	\$150.41	\$150.41	\$150.41	1/1/2019	12/31/2019	\$57.50		\$40.00 -	\$75.00
Engineer/ Geologist/ Biologist/	\$156.42	\$156.42	\$156.42	1/1/2020	12/31/2020	\$59.80	4.00%	\$41.60 -	\$78.00
Environmental Scientist	\$162.68	\$162.68	\$162.68	1/1/2021	12/31/2021	\$62.19	4.00%	\$43.26 -	\$81.12

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Local Assistance Procedures Manual Exhibit 10-H

Associate Engineer/ Geotechnical	\$111.17	\$111.17	\$111.17	1/1/2019	12/31/2019	\$42.50		\$35.00 -	\$50.00
Engineer/ Geologist/ Biologist/	\$115.62	\$115.62	\$115.62	1/1/2020	12/31/2020	\$44.20	4.00%	\$36.40 -	\$52.00
Environmental Scientist	\$120.24	\$120.24	\$120.24	1/1/2021	12/31/2021	\$45.97	4.00%	\$37.86 -	\$54.08
Staff Engineer/ Geotechnical	\$78.47	\$78.47	\$78.47	1/1/2019	12/31/2019	\$30.00		\$20.00 -	\$40.00
Engineer/ Geologist/ Biologist/	\$81.61	\$81.61	\$81.61	1/1/2020	12/31/2020	\$31.20	4.00%	\$20.80 -	\$41.60
Environmental Scientist	\$84.88	\$84.88	\$84.88	1/1/2021	12/31/2021	\$32.45	4.00%	\$21.63 -	\$43.26
Senior Technician	\$111.17	\$111.17	\$111.17	1/1/2019	12/31/2019	\$42.50		\$30.00 -	\$55.00
	\$115.62	\$115.62	\$115.62	1/1/2020	12/31/2020	\$44.20	4.00%	\$31.20 -	\$57.20
	\$120.24	\$120.24	\$120.24	1/1/2021	12/31/2021	\$45.97	4.00%	\$32.45 -	\$59.49
Technician	\$58.86	\$58.86	\$58.86	1/1/2019	12/31/2019	\$22.50		\$15.00 -	\$30.00
	\$61.21	\$61.21	\$61.21	1/1/2020	12/31/2020	\$23.40	4.00%	\$15.60 -	\$31.20
	\$63.66	\$63.66	\$63.66	1/1/2021	12/31/2021	\$24.34	4.00%	\$16.22 -	\$32.45
Senior Project Coordinator/	\$98.09	\$98.09	\$98.09	1/1/2019	12/31/2019	\$37.50		\$30.00 -	\$45.00
Technical Editor	\$102.02	\$102.02	\$102.02	1/1/2020	12/31/2020	\$39.00	4.00%	\$31.20 -	\$46.80
	\$106.10	\$106.10	\$106.10	1/1/2021	12/31/2021	\$40.56	4.00%	\$32.45 -	\$48.67
Project Coordinator/	\$58.86	\$58.86	\$58.86	1/1/2019	12/31/2019	\$22.50		\$15.00 -	\$30.00
Technical Editor	\$61.21	\$61.21	\$61.21	1/1/2020	12/31/2020	\$23.40	4.00%	\$15.60 -	\$31.20
	\$63.66	\$63.66	\$63.66	1/1/2021	12/31/2021	\$24.34	4.00%	\$16.22 -	\$32.45

NOTES:

1. Key personnel <u>must</u> be marked with an asterisk (*) and employees that are subject to prevailing wage requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.

- 2. The cost proposal format shall not be amended.
- 3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement.

4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

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EXHIBIT 10-H2 COST PROPOSAL PAGE 2 OF 3

SPECIFIC RATE OF COMPENSATION (USE FOR ON-CALL OR AS-NEEDED CONTRACTS)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant	WRECO	☐ Prime Consultant	X Subconsultant	☐ 2 nd Tier Subconsultant
Project No.	DPW2019-001	Contract No:		Date: 12/17/2019

SCHEDULE OF OTHER DIRECT COST ITEMS Description of Item Quantity Unit **Unit Cost** Total Mileage Costs 1300 754.00 Mile **IRS Rate** 1,200.00 Report Reproduction (Vendor) 12 EΑ 100.00 \$ Overnight Shipment/Delivery 6 EΑ Ś 25.00 150.00 Traffic Control LS at cost Drilling LS at cost LS Laboratory Testing at cost Rental Vehicle and Gas EΑ at cost Per Diem **GSA Rate** \$ 800.00 10 day \$ 520.00 Lodging 4 night at cost Tolls FΑ at cost EΑ Parking at cost Subconsultant 1: Subconsultant 2: \$ Subconsultant 3: \$ Subconsultant 4: \$ Subconsultant 5:

NOTES:

- 1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- 5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- 5. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- 7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicles that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultants must provide their own cost proposals.

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Title* President

Cost Proposal

EXHIBIT 10-H2 COST PROPOSAL PAGE 3 OF 3

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable the contract in accordance with the contract terms and the following requirements:

- 1. Generally Accepted Accounting Principles (GAAP)
- 2. Terms and conditions of the contract
- 3. Title 23 United States Code Section 112 Letting of Contracts
- 4. 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures
- 5. 23 Code of Federal Regulations Part 172 Procurement, Management, and Administration of Engineering and Design Related Service
- 6. 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal an state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Prime Consultant or Subconsultant Certifying:

Name: Han-Bin Liang, Ph.D., P.E.

Signature: Makity	Date of Certification (mm/dd/yyyy): 12/17/2019				
Email: hanbin_liang@wreco.com	Phone Number: <u>(925)</u> 941-0017				
Address: 1243 Alpine Road, Suite 108, Walnut Creek, CA 9459	96				
	consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief or represent the financial information utilized to establish the cost proposal for the contract.				
t services the consultant is providing under the proposed contract:					
drology/Hydraulics Services.					

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SPECIFIC RATE OF COMPENSATION (USE FOR ALL ON-CALL OR AS-NEEDED CONTRACTS) (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or S	Subconsultant:	TJKM Transportation Consultants		Prime Consultant	V	Subconsultant		2nd Tier Subconsultant
Project No.	DPW2019-001	Contract No.		Participation Amount:	\$150,0	000	Date:	December 20, 2019
For Combine	d Rate							
		Fringe Benefit % + General & Administrative %				=	0.00%	Home Office ICR%
			OR					
For Home Off	ice Rate							
		Fringe Benefit % + General & Administrative %				=	175.00%	Home Office ICR%
For Field Office	ce Rate	· ·						
		Fringe Benefit % + General & Administrative %				=	0.00%	Field Office ICR%
				FEE %		=	12.0%	

BILLING INFORMATION

CALCULATION INFORMATION

DILLING I	11011		CALCULATION IN ORMATION					
Name / Job Title /	Ног	urly Billing Ra	ites		ve date of Irly rate	Actual or Avg	% or \$	Hourly Range for Classifications
Classification ¹	Straight ³	OT (1.5x)	OT (2.0x)	From	То	Hourly Rate⁴	Increase	Only
Nayan Amin, TE	281.94	N/C	N/C	1/1/2019	12/31/2019	91.54	0%	N/A
Principal-In-Charge/Principal*	290.41	N/C	N/C	1/1/2020	12/31/2020	94.29	3.00%	N/A
Exempt	299.13	N/C	N/C	1/1/2021	12/31/2021	97.12	3.00%	N/A
	308.09	N/C	N/C	1/1/2022	12/31/2022	100.03	3.00%	N/A
Ruta Jariwala, PE, TE	281.94	N/C	N/C	1/1/2019	12/31/2019	91.54	0%	N/A
Project Manager/Principal*	290.41	N/C	N/C	1/1/2020	12/31/2020	94.29	3.00%	N/A
Exempt	299.13	N/C	N/C	1/1/2021	12/31/2021	97.12	3.00%	N/A
	308.09	N/C	N/C	1/1/2022	12/31/2022	100.03	3.00%	N/A
Atul Patel, TE, PTOE	248.99	N/C	N/C	1/1/2019	12/31/2019	80.84	0%	N/A
Project Engineer/Director	256.47	N/C	N/C	1/1/2020	12/31/2020	83.27	3.00%	N/A
Exempt	264.17	N/C	N/C	1/1/2021	12/31/2021	85.77	3.00%	N/A
	272.09	N/C	N/C	1/1/2022	12/31/2022	88.34	3.00%	N/A
Colin Burgett	204.23	N/C	N/C	1/1/2019	12/31/2019	66.31	0%	N/A
Project Planner/Senior Project Ma	210.36	N/C	N/C	1/1/2020	12/31/2020	68.30	3.00%	N/A
Exempt	216.68	N/C	N/C	1/1/2021	12/31/2021	70.35	3.00%	N/A
	223.18	N/C	N/C	1/1/2022	12/31/2022	72.46	3.00%	N/A
Vamsee Modugula	231.00	N/C	N/C	1/1/2019	12/31/2019	75.00	0%	N/A
Project Engineer/Director	237.93	N/C	N/C	1/1/2020	12/31/2020	77.25	3.00%	N/A
Exempt	245.08	N/C	N/C	1/1/2021	12/31/2021	79.57	3.00%	N/A
	252.44	N/C	N/C	1/1/2022	12/31/2022	81.96	3.00%	N/A
Rutvij Patel, EIT	170.35	N/C	N/C	1/1/2019	12/31/2019	55.31	0%	N/A
Project Engineer/Management	175.47	N/C	N/C	1/1/2020	12/31/2020	56.97	3.00%	N/A
Exempt	180.73	N/C	N/C	1/1/2021	12/31/2021	58.68	3.00%	N/A
	186.16	N/C	N/C	1/1/2022	12/31/2022	60.44	3.00%	N/A

SPECIFIC RATE OF COMPENSATION (USE FOR ALL ON-CALL OR AS-NEEDED CONTRACTS) (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or S	ubconsultant:	TJKM Transportation Consultants	☐ Prime Consultant		Subconsultant			2nd Tier Subconsultant	
Project No.	Various	Contract No.		Participation Amount:			Date:	December 20, 2019	
For Combine	d Rate								
		Fringe Benefit % + General & Administrative %				=	0.00%	Home Office ICR%	
			OR						
For Home Of	fice Rate								
		Fringe Benefit % + General & Administrative %				=	175.00%	Home Office ICR%	
For Field Offi	ice Rate								
		Fringe Benefit % + General & Administrative %				=	0.00%	Field Office ICR%	
				FEE %		=	12.0%		

BILLING INFORMATION

CALCULATION INFORMATION

DILLII10	INFURINA	11011		CALCULATION INFORMATION				
Name / Job Title /	Ног	Hourly Billing Rates			ive date of Irly rate	Actual or Avg	% or \$	Hourly Range for Classifications
Classification ¹	Straight ³	OT (1.5x)	OT (2.0x)	From	То	Hourly Rate⁴	Increase	Only
0	273.41	N/C	N/C	1/1/2019	12/31/2019	88.77	0%	83.00-93.00
Princial	281.60	N/C	N/C	1/1/2020	12/31/2020	91.43	3.00%	85.00-96.00
Exempt	290.04	N/C	N/C	1/1/2021	12/31/2021	94.17	3.00%	88.00-99.00
	298.76	N/C	N/C	1/1/2022	12/31/2022	97.00	3.00%	91.00-102.00
0	239.99	N/C	N/C	1/1/2019	12/31/2019	77.92	0%	75.00-85.00
Director	247.20	N/C	N/C	1/1/2020	12/31/2020	80.26	3.00%	77.00-88.00
Exempt	254.62	N/C	N/C	1/1/2021	12/31/2021	82.67	3.00%	80.00-90.00
·	262.26	N/C	N/C	1/1/2022	12/31/2022	85.15	3.00%	82.00-93.00
0	204.23	N/C	N/C	1/1/2019	12/31/2019	66.31	0%	65.00-67.00
Senior Project Management	210.36	N/C	N/C	1/1/2020	12/31/2020	68.30	3.00%	67.00-69.00
Exempt	216.68	N/C	N/C	1/1/2021	12/31/2021	70.35	3.00%	69.00-71.00
	223.18	N/C	N/C	1/1/2022	12/31/2022	72.46	3.00%	71.00-73.00
0	190.28	N/C	N/C	1/1/2019	12/31/2019	61.78	0%	55.00-68.00
Management	195.98	N/C	N/C	1/1/2020	12/31/2020	63.63	3.00%	57.00-70.00
Exempt	201.86	N/C	N/C	1/1/2021	12/31/2021	65.54	3.00%	58.00-72.00
·	207.93	N/C	N/C	1/1/2022	12/31/2022	67.51	3.00%	60.00-74.00
0	127.97	N/C	N/C	1/1/2019	12/31/2019	41.55	0%	40.00-45.00
Engineer	131.82	N/C	N/C	1/1/2020	12/31/2020	42.80	3.00%	41.00-46.00
Exempt	135.77	N/C	N/C	1/1/2021	12/31/2021	44.08	3.00%	42.00-48.00
	139.83	N/C	N/C	1/1/2022	12/31/2022	45.40	3.00%	44.00-49.00
0	96.77	N/C	N/C	1/1/2019	12/31/2019	31.42	0%	28.00-35.00
Assistant Engineer	99.67	N/C	N/C	1/1/2020	12/31/2020	32.36	3.00%	29.00-36.00
Exempt	102.66	N/C	N/C	1/1/2021	12/31/2021	33.33	3.00%	30.00-37.00
	105.74	N/C	N/C	1/1/2022	12/31/2022	34.33	3.00%	31.00-38.00
0	123.97	N/C	N/C	1/1/2019	12/31/2019	40.25	0%	34.00-45.00
Planner	127.70	N/C	N/C	1/1/2020	12/31/2020	41.46	3.00%	35.00-46.00
Exempt	131.52	N/C	N/C	1/1/2021	12/31/2021	42.70	3.00%	36.00-48.00
	135.46	N/C	N/C	1/1/2022	12/31/2022	43.98	3.00%	37.00-49.00
0	95.26	N/C	N/C	1/1/2019	12/31/2019	30.93	0%	29.00-36.00
Assistant Planner	98.13	N/C	N/C	1/1/2020	12/31/2020	31.86	3.00%	30.00-37.00
Exempt	101.09	N/C	N/C	1/1/2021	12/31/2021	32.82	3.00%	31.00-38.00
* F *	104.10	N/C	N/C	1/1/2022	12/31/2022	33.80	3.00%	32.00-39.00
0	115.59	N/C	N/C	1/1/2019	12/31/2019	37.53	0%	31.00-45.00
Administrative	119.07	N/C	N/C	1/1/2020	12/31/2020	38.66	3.00%	32.00-46.00
Exempt	122.65	N/C	N/C	1/1/2021	12/31/2021	39.82	3.00%	33.00-48.00
	126.31	N/C	N/C	1/1/2022	12/31/2022	41.01	3.00%	34.00-49.00

SPECIFIC RATE OF COMPENSATION (USE FOR ALL ON-CALL OR AS-NEEDED CONTRACTS) (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or S	ubconsultant:	TJKM Transportation Consultants	☐ Prime Consultant	Subconsultant		2nd Tier Subconsultant
Project No.	Various	Contract No.	Participation Amount:		Date	December 20, 2019
For Combine	ed Rate					
		Fringe Benefit % + General & Administrative %		=	0.00%	Home Office ICR%
			OR			
For Home Of	fice Rate					
		Fringe Benefit % + General & Administrative %		=	175.00%	Home Office ICR%
For Field Offi	ice Rate					
		Fringe Benefit % + General & Administrative %		=	0.00%	Field Office ICR%
			FEE %	=	12.0%	

BILLING INFORMATION

CALCULATION INFORMATION

Name / Job Title /	b Title / Hourly Billing Rates			ve date of rly rate	7	% or \$	Hourly Range for Classifications	
Classification ¹	Straight ³	OT (1.5x)	OT (2.0x)	From	То	Hourly Rate⁴	Increase	Only

Notes:

- 1. Key personnel <u>must</u> be marked with an asterisk (*) and employees that are subject to prevailing age requirements must be marked with two asterisks (**). All costs must comply with the Federal cost principles. Subconsultants will provide their own cost proposals.
- 2. The cost proposal format shall not be amended.
- 3. Billing rate = actual hourly rate * (1+ ICR) * (1+ Fee). Indirect cost rates shall be updated on an annual basis in accordance with the consultant's annual accounting period and established by a cognizant agency or accepted by Caltrans. All costs must comply with the Federal cost principles for reimbursement
- 4. For named employees and key personnel enter the actual hourly rate. For classifications only, enter the Average Hourly Rate for that classification.

SPECIFIC RATE OF COMPENSATION (CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Consultant or Subconsultant:	TJKM Transportation Cons	ultants Prime Consultant	Subconsultant
Project No.	Various	Contract No.	Date: 12/20/2019

Quantity	Unit	Unit Cost	Total
1,500.00	Mile	\$0.580	\$870.00
20.00		at cost	\$7,000.00
10.00		at cost	\$4,000.00
		at cost	
	20.00	20.00	20.00 at cost 10.00 at cost at cost

NOTES:

- 1. List other direct cost items with estimated costs. These costs should be competitive in their respective industries and supported with appropriate documentation.
- 2. Proposed ODC items should be consistently billed regardless of client and contract type.
- 3. Items when incurred for the same purpose, in like circumstance, should not be included in any indirect cost pool or in the overhead rate.
- 4. Items such as special tooling, will be reimbursed at actual cost with supporting documentation (invoice).
- 5. Items listed above that would be considered "tools of the trade" are not reimbursable as other direct cost.
- 6. Travel related costs should be pre-approved by the contracting agency and shall not exceed current State Department of Personnel Administration rules.
- 7. If mileage is claimed, the rate should be properly supported by the consultant's calculation of their actual costs for company vehicles. In addition, the miles claimed should be supported by mileage logs.
- 8. If a consultant proposes rental costs for a vehicle, the company must demonstrate that this is its standard procedure for all of their contracts and that they do not own any vehicle that could be used for the same purpose.
- 9. The cost proposal format shall not be amended. All costs must comply with the Federal cost principles.
- 10. Add additional pages if necessary.
- 11. Subconsultants must provide their own cost proposals.

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements.

- 1. Generally Accepted Accounting Principles (GAAP)
- 2. Terms and conditions of the contract.
- 3. Title 23 United State Code Section 112 Letting of Contracts
- 4. 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures
- 5. <u>23 Code of Federal Regulations Part 172</u> Procurement, Management, and Administration of Engineering and Design Related Service
- 6. 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable Federal and State requirements. Costs that are non-compliant with the Federal and State requirements are not eligible for reimbursement

Prime Consultant or Subconsultant Certifying:

Name:	Nayan Amin	_Title*: President
Signature:	Momin	_ Date of Certification (mm/dd/yyyy): 12/20/2019
Email:	namin@tjkm.com	Phone Number: (925) 463-0611
Address:	4305 Hacienda Drive, Suite 550 Pl	leasanton, CA 94588

List of services the consultant is providing under the proposed contract:

Traffic Engineering

^{*} An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

Specific Rate of Compensation (use for on-call or as-needed contracts)

(CONSTRUCTION ENGINEERING AND INSPECTION CONTRACTS)

Note: Mark-ups are Not Allowed					
Consultant DZC Archaeology and	Cultural Resource Consulting, LLC	☐ Prime Consultant	Subconsultant	☐ 2 nd Tier Sul	oconsultant
Project No. DPW2019-001	Contract No.	Participation	Amount \$ 50,000	Date	01/02/2020
For Combined Rate	Fringe Benefit % + General &	&Administrative %		= 136.56	Combined ICR%
		OR			
For Home Office Rate For Field Office Rate	Fringe Benefit % + General &	&Administrative %		=	Home Office ICR%
Tof Field Office Rate	Fringe Benefit % + General &	&Administrative %		=	Field Office ICR%
			Fee	=	10.20 %

BILLING INFORMATION

CALCULATION INFORMATION

Name/Job Title/Classification ¹	Hou	rly Billing R	ates ²	Effective Date	of Hourly Rate	Actual or Avg.	% or \$	Hourly Range -
	Straight ³	OT(1.5x)	OT(2x)	From	To	Hourly Rate ⁴	Increase	for Classifications Only
Dimitra Zalarvis-Chase	\$0.00	\$0.00	\$0.00	01/01/2016	12/31/2016	\$0.00		Not Applicable
Principal Archaeologist III &Project	\$0.00	\$0.00	\$0.00	01/01/2017	12/31/2017	\$0.00	0.0%	
Manager *	\$0.00	\$0.00	\$0.00	01/01/2018	12/31/2018	\$0.00	0.0%	
II : 1: C1 D D : 1	\$0.00	\$0.00	\$0.00	01/01/2016	12/31/2016	\$0.00		Not Applicable
Heidi Shaw-Petyo - Principal	\$0.00	\$0.00	\$0.00	01/01/2017	12/31/2017	\$0.00	0.0%	
Archaeologist I *	\$0.00	\$0.00	\$0.00	01/01/2018	12/31/2018	\$0.00	0.0%	
Breana Esparza - Staff Archaeologist	\$0.00	\$0.00	\$0.00	01/01/2016	12/31/2016	\$0.00		Not Applicable
and GIS Specialist*	\$0.00	\$0.00	\$0.00	01/01/2017	12/31/2017	\$0.00	0.0%	
and the specialist	\$0.00	\$0.00	\$0.00	01/01/2018	12/31/2018	\$0.00	0.0%	
Kelly Hollreiser - Staff Archaeologist*	\$0.00	\$0.00	\$0.00	01/01/2016	12/31/2016	\$0.00		\$00 - \$00
Keny Homeiser - Staff Archaeologist	\$0.00	\$0.00	\$0.00	01/01/2017	12/31/2017	\$0.00	0.0%	\$00 - \$00
	\$0.00	\$0.00	\$0.00	01/01/2018	12/31/2018	\$0.00	0.0%	\$00 - \$00
	\$0.00	\$0.00	\$0.00	01/01/2016	12/31/2016	\$0.00		\$00 - \$00
	\$0.00	\$0.00	\$0.00	01/01/2017	12/31/2017	\$0.00	0.0%	\$00 - \$00
	\$0.00	\$0.00	\$0.00	01/01/2018	12/31/2018	\$0.00	0.0%	\$00 - \$00

PLEASE SEE ATTACHMENT 1 FOR DETAILED RATE SCHEDULE

STATE OF CALIFORNIA • DEPARTMENT OF TRANSPORTATION

COST PROPOSAL ON-CALL CONTRACT

ADM 2033 (Rev. 10/12)

NORMAL

Sub Consultant: DZC Archaeology & Cultural Resource Management

FRINGE BENEFIT % OVERHEAD %
16.26% 120.30%

GENERAL ADMINISTRATIVE %

0.00%

Contract #:_

Project Number DPW2019-001

Date:01/03/2020 Page 1 of 2

COMBINED % 136.56%

Attachment: 2

FEE % 10.20%

BILLING INFORMATION

CALCUI	ATION INF	ORMATION

BILLING INFORMATION		CALCULATION INFORMATION							
				Effective Date of					
Name/Classification	Loaded Hourl	Loaded Hourly Billing Rates		Hourly Rate		Actual	Hourly Range		
	Straight	Overtime	From	To	Increase	Hourly Rate	for Class		
Bennet, Elizabeth	78.21	97.76	05/01/19	04/30/20	0.00%	30.00	N/A		
Company Classification - Principal II	80.55	100.69	05/01/20	04/30/21	3.00%	30.90	N/A		
Caltrans Classification - Senior Arch I	82.97	103.71	05/01/21	04/30/22	3.00%	31.83	N/A		
P/T Non-Exempt	85.46		05/01/22	04/30/23	3.00%	32.78	N/A		
Esparza, Breana*	52.14	65.17	05/01/19	04/30/20	0.00%	20.00	N/A		
Company Classification - Field Tech II	53.70	67.13	05/01/20	04/30/21	3.00%	20.60	N/A		
Caltrans Classification - Associate Arch I	55.31	69.14	05/01/21	04/30/22	3.00%	21.22	N/A		
F/T Non-Exempt	56.97		05/01/22	04/30/23	3.00%	21.85	N/A		
Hollreiser, Kelly*	52.14	65.17	05/01/19	04/30/20	0.00%	20.00	N/A		
Company Classification - Field Tech II	53.70	67.13	05/01/20	04/30/21	3.00%	20.60	N/A		
Caltrans Classification - Associate Arch I	55.31	69.14	05/01/21	04/30/22	3.00%	21.22	N/A		
F/T Non-Exempt	56.97		05/01/22	04/30/23	3.00%	21.85	N/A		
Hodges, Elizabeth	44.32	55.40	05/01/19	04/30/20	0.00%	17.00	N/A		
Company Classification - Field Tech I1	45.65	57.06	05/01/20	04/30/21	3.00%	17.51	N/A		
Caltrans Classification - Associate Arch I	47.02	58.77	05/01/21	04/30/22	3.00%	18.04	N/A		
P/T Non-Exempt	48.43		05/01/22	04/30/23	3.00%	18.58	N/A		
Rouvier, Ruth	169.45	211.81	05/01/19	04/30/20	0.00%	65.00	N/A		
Company Classification -Ethnographer III	174.53	218.16	05/01/20	04/30/21	3.00%	66.95	N/A		
Caltrans Classification - Research Data Manager II	179.77	224.71	05/01/21	04/30/22	3.00%	68.96	N/A		
P/T Non-Exempt	185.16		05/01/22	04/30/23	3.00%	71.03	N/A		
Shaw-Petyo, Heidi*	78.21	97.76	05/01/19	04/30/20	0.00%	30.00	N/A		
Company Classification - Principal II	80.55	100.69	05/01/20	04/30/21	3.00%	30.90	N/A		
Caltrans Classification - Senior Arch I	82.97	103.71	05/01/21	04/30/22	3.00%	31.83	N/A		
F/T Non-Exempt	85.46		05/01/22	04/30/23	3.00%	32.78	N/A		
Note: See labor notes on page xx									
Zalarvis-Chase, Dimitra*	117.31	146.64	05/01/19	04/30/20	0.00%	45.00	N/A		
Company Classification - Principal III	120.83	151.04	05/01/20	04/30/21	3.00%	46.35	N/A		
Caltrans Classification - Supervisor II	124.45	155.57	05/01/21	04/30/22	3.00%	47.74	N/A		
F/T Non-Exempt	128.19		05/01/22	04/30/23	3.00%	49.17	N/A		

SUB-CONSULTANT: DZC ARCHAEOLOGY	& CULTURA	L RESOURCE	CONSULTING	G. LLC	
SCHEDULE OF DIRECT COSTS	2020			-,	
Field Equipment Coate	Quantity	Unit	Unit Cost	Total	Detail:
Field Equipment Costs:					
>Field Equipment Costs:					
Four-wheel drive vehicles	10	Per Day	\$50	\$500	
Regular trucks	0	Per Day	\$35		1 vehicle available
All-terrain Vehicle		Per Day	\$35		One available
Digital Camera	10	Per Day	\$3	\$30	Billed for days of actual use
Laptop computer (field)		Per Day	\$13		Billed for days of actual use
Archaeological Field Equipment (screens,		Dan Dan	# 40		
shovels)		Per Day	\$10		Billed for days of actual use
Geographic positioning systems with 1-3 m	_	D D	0.45		
accuracy	5	Per Day	\$45	\$225	Billed for days of actual use
Garmin and Etrex hand-held navigational	40	D D	C40		Have 00. Bills differ down of a study-
devices	10	Per Day	\$10	\$100	Have 20; Billed for days of actual use
Digital Tablets	10	Per Day	\$15	\$150	
>Reimbursables:					
Field supplies		Per Item	at cost		
Rental cars		Per Day	at cost		Plus gas and any additional insurance beyond normal coverage.
Personal vehicle usage	1000	Per Mile	\$57.5	\$575	IRS approved rate (2020).
r ersonar veriicie usage	1000	Pel Iville	φ37.3	φ373	iko approved rate (2020).
Airfare and other public transportation		Per Segment	at cost		
Per Diem (meals, lodging, incidentals)					
,		Per Day	per USDOT		Based on location and duration of travel
		,	rates		
CHRIS Research Requests	18	Per Hour	\$150	\$2,700	Rate per State of Ca
In-Office Equipment Costs:					
>Equipment Costs:					
Color graphics - 8.5x11	50	Per Page	\$1	\$50	
Color graphics - 8.5x11	30	Per Page	\$1	ΨΟΟ	
Color graphics - 6.5x14 Color graphics - 11x17		Per Page Per Page	\$2		
Color graphics - 11x17		Per Page	\$8		
Outor graphics - 34x44		reirage	ΦŌ		

STATE OF CALIFORNIA • DEPARTMENT OF TRANSPORTATION COST PROPOSAL - ON-CALL CONTRACT

Attachment: 2
Date 05/01/2019 Page 2 of 2

Project Numl	er DPW2019-001
Contract No.	!

B&W graphics 8.5x11		Per Page	\$1		
B&W graphics 11x17		Per Page	\$1		
Artifact analysis scales and calipers	2	Per Day	\$5	\$10	Billed for days of actual use
Copying (B&W)	50	Per Page	\$1	\$100	
>Reimbursables:					
Telecommunication		Per Meeting	at cost		Billed by job number for billable calls only
Materials		Per Item	at cost		Excludes office supplies
Postage/Express Mail		Per Item	at cost		Billed by job number for billable deliverables or client requested documents only
ESTIMATED EXPENSES				\$4,440	

Prime Consultant or Subconsultant Certifying:

Name: Dimitra Zalarvis-Chase	Title *: Owner/CEO
Signature : Dimitra Zalarvis-Chase Digitally signed by Dimitra Zalarvis-Chase Date: 2020.01.03 11:52:35-08'00'	Date of Certification (mm/dd/yyyy): 01/03/2020
Email: _dimitra@dzcarc.com	Phone Number: _707-599-9842
Address: 2370 :Lindstrom Ave., Fairhaven, C	A 95564

^{*}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

Certification of Direct Costs:

I, the undersigned, certify to the best of my knowledge and belief that all direct costs identified on the cost proposal(s) in this contract are actual, reasonable, allowable, and allocable to the contract in accordance with the contract terms and the following requirements:

- 7. Generally Accepted Accounting Principles (GAAP)
- 8. Terms and conditions of the contract

Prime Consultant or Subconsultant Certifying:

- 9. Title 23 United States Code Section 112 Letting of Contracts
- 10. 48 Code of Federal Regulations Part 31 Contract Cost Principles and Procedures
- 11. <u>23 Code of Federal Regulations Part 172</u> Procurement, Management, and Administration of Engineering and Design Related Service
- 12. 48 Code of Federal Regulations Part 9904 Cost Accounting Standards Board (when applicable)

All costs must be applied consistently and fairly to all contracts. All documentation of compliance must be retained in the project files and be in compliance with applicable federal and state requirements. Costs that are noncompliant with the federal and state requirements are not eligible for reimbursement.

Name: Dimitra Zalarvis Chase	Title *: Owner/CEO
Dimitra Zalarvis-Chase Signature: Dimitra Zalarvis-Chase Date: 2020.01.03 12:00:44 -08'00'	Date of Certification (mm/dd/yyyy): 01/03/2020
Email: Dimitra@dzcarc.com	Phone Number: 707-599-9842
Address: 2370 Lindstrom Ave, Fairha	aven, CA 95564

List services the consultant is providing under the proposed contract:

Regulatory compliance support and analysis for archaeological, cultural, and historic resources.

^{*} An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President or a Chief Financial Officer, or equivalent, who has authority to represent the financial information utilized to establish the cost proposal for the contract.

Attachment C – Consultant Proposal DBE Commitment (Exhibit 10-O1)



County of Humboldt

RFQ No. DPW2019-001

Professional On-Call Design Engineering, Environmental and/or Construction Management Services

Page 31

EXHIBIT 10-O1 CONSULTANT PROPOSAL DBE COMMITMENT

Local Agency: Humboldt County Department of P Project Description: On-Call Professional Design Eng		d/or Construction Management Services (R	FQ No. DPW2	019-001)
Project Description: Various TBD Locations in Humbold				
5. Consultant's Name: GHD Inc.			6. Prime Cer	rtified DBE:
7. Description of Work, Service, or Materials Supplied	8. DBE Certification Number	9. DBE Contact Information	1	10. DBE %
Land surveying services	3110	Chaudhary & Associates, Inc Arvin K. Chaudhary, 707.255.2729 arvin@chaudhary.com		8.0%
Cultural resources services and archaeology	41768	DZC Consulting Dimitra Zalarvis-Chase, 707.599.9842 dimitrazc@gmail.com		1.0%
Construction management and inspection services	12487	Ghirardelli Associates, Inc Alice Ghirardelli, 408.435.5503 raewyn@ghirardelli.com; alice@ghirardel	li.com	4.0%
Transportation planning and traffic engineering services	40772	T J K M Nayan S. Amin namin@tjkm.com, 925.463.0611		3.0%
Hydrology and hydraulics services	30066	WRECO Han-Bin Liang, 925.941.0017 info@wreco.com; hanbin_liang@wreco.co	om	3.0%
Local Agency to Complete this S	ection			
17. Local Agency Contract Number:		18 Con a casa		
18. Federal-Aid Project Number:		11. TOTAL CLAIMED DBE PARTIC	CIPATION	19.0 %
19. Proposed Contract Execution				
Local Agency certifies that all DBE certifications are this form is complete and accurate.	valid and information on	IMPORTANT: Identify all DBE firms b regardless of tier. Written confirmation required.	eing claimed n of each liste 11/20/	ed DBE is
20. Local Agency Representative's Signature 2	1. Date	12. Preparer's Signature William Silva, PE	13. Date	
22. Local Agency Representative's Name 2	3. Phone	14. Preparer's Name Principal in Charge	15. Phor	14-4-4
24. Local Agency Representative's Title		16. Preparer's Title	5	

DISTRIBUTION: Original - Included with consultant's proposal to local agency.

ADA Notice: For individuals with sensory disabilities, this document is available in alternate formats. For information call (916) 654-6410 or TDD (916) 654-3880 or write Records and Forms Management, 1120 N Street, MS-89, Sacramento, CA 95814.

Attachment D – Consultant Contract DBE Commitment (Exhibit 10-O2)

EXHIBIT 10-O2 CONSULTANT CONTRACT DBE COMMITMENT

1. Local Agency: County of Humboldt		2. Contract DBE Goal: 19%				
3. Project Description: On-Call Professional Design Engineering, Environmental and/or Construction Management Serv						
4. Project Location: Various locations						
5. Consultant's Name: GHD, Inc.	6. Prime Certifie	d DBE: 7. Total Contract Award Amount: \$	5,000,000			
8. Total Dollar Amount for <u>ALL</u> Subconsultants: \$2	2,149,500	9. Total Number of <u>ALL</u> Subconsultants: 11				
	<u> </u>	T	T			
10. Description of Work, Service, or Materials Supplied	11. DBE Certification Number	12. DBE Contact Information	13. DBE Dollar Amount			
Construction management and inspection services	12487	Ghirardelli Associates, Inc.; Alice Ghirardelli, 408.435.5503	\$200,000			
Land surveying services	3110	Chaudhary & Associates, Inc.; Arvin K. Chaudhary, 707.255.2729	\$400,000			
Hydrology and hydraulic engineering and studies	30066	WRECO; Han-Bin Liang, 925.941.0017 info@wreco.com;	\$150,000			
Transportation planning and traffic engineering services	40772	T J K M; Nayan S. Amin namin@tjkm.com, 925.463.0611	\$150,000			
Cultural resources services and archaeology	41768	DZC Consulting; Dimitra Zalarvis-Chase, 707.599.9842	\$50,000			
Local Agency to Complete this S	Section		\$950,000			
20. Local Agency Contract DPW2019-	001	14. TOTAL CLAIMED DBE PARTICIPATION	\$ 950,000			
21. Federal-Aid Project Number: 22. Contract Execution Date: On-Call		14. TOTAL GLAIMED DBL FARTIGIPATION	19 %			
Local Agency certifies that all DBE certifications are withis form is complete and accurate.	valid and information on	IMPORTANT: Identify all DBE firms being claimed regardless of tier. Written confirmation of each list required. 1/3/20	for credit, ed DBE is			
	15. Preparer's Signature 16. Date	12 0226				
Jeffrey A. Ball 25. Local Agency Representative's Name 26	Josh Wolf 707-44 17. Preparer's Name 18. Phon	13-8326 e				
Associate Civil Engineer 27. Local Agency Representative's Title		Associate 19. Preparer's Title				

DISTRIBUTION: 1. Original – Local Agency
2. Copy – Caltrans District Local Assistance Engineer (DLAE). Failure to submit to DLAE within 30 days of contract execution may result in de-obligation of federal funds on contract.

ADA Notice: For individuals with sensory disabilities, this document is available in alternate formats. For information call (916) 654-6410 or TDD (916) 654-3880 or write Records and Forms Management, 1120 N Street, MS-89, Sacramento, CA 95814.

INSTRUCTIONS – CONSULTANT CONTRACT DBE COMMITMENT

CONSULTANT SECTION

- 1. Local Agency Enter the name of the local or regional agency that is funding the contract.
- 2. Contract DBE Goal Enter the contract DBE goal percentage as it appears on the project advertisement.
- **3. Project Description** Enter the project description as it appears on the project advertisement (Bridge Rehab, Seismic Rehab, Overlay, Widening, etc).
- **4. Project Location** Enter the project location as it appears on the project advertisement.
- 5. Consultant's Name Enter the consultant's firm name.
- **6. Prime Certified DBE** Check box if prime contractor is a certified DBE.
- 7. Total Contract Award Amount Enter the total contract award dollar amount for the prime consultant.
- **8.** Total Dollar Amount for <u>ALL</u> Subconsultants Enter the total dollar amount for all subcontracted consultants. SUM = (DBEs + all Non-DBEs). Do not include the prime consultant information in this count.
- **9. Total number of ALL subconsultants** Enter the total number of all subcontracted consultants. SUM = (DBEs + all Non-DBEs). Do not include the prime consultant information in this count.
- 10. Description of Work, Services, or Materials Supplied Enter description of work, services, or materials to be provided. Indicate all work to be performed by DBEs including work performed by the prime consultant's own forces, if the prime is a DBE. If 100% of the item is not to be performed or furnished by the DBE, describe the exact portion to be performed or furnished by the DBE. See LAPM Chapter 9 to determine how to count the participation of DBE firms.
- **11. DBE Certification Number** Enter the DBE's Certification Identification Number. All DBEs must be certified on the date bids are opened.
- **12. DBE Contact Information** Enter the name, address, and phone number of all DBE subcontracted consultants. Also, enter the prime consultant's name and phone number, if the prime is a DBE.
- **13. DBE Dollar Amount** Enter the subcontracted dollar amount of the work to be performed or service to be provided. Include the prime consultant if the prime is a DBE. See LAPM Chapter 9 for how to count full/partial participation.
- **14. Total Claimed DBE Participation** \$: Enter the total dollar amounts entered in the "DBE Dollar Amount" column. %: Enter the total DBE participation claimed ("Total Participation Dollars Claimed" divided by item "Total Contract Award Amount"). If the total % claimed is less than item "Contract DBE Goal," an adequately documented Good Faith Effort (GFE) is required (see Exhibit 15-H DBE Information Good Faith Efforts of the LAPM).
- **15. Preparer's Signature** The person completing the DBE commitment form on behalf of the consultant's firm must sign their name.
- **16. Date** Enter the date the DBE commitment form is signed by the consultant's preparer.
- 17. Preparer's Name Enter the name of the person preparing and signing the consultant's DBE commitment form.
- 18. Phone Enter the area code and phone number of the person signing the consultant's DBE commitment form.
- 19. Preparer's Title Enter the position/title of the person signing the consultant's DBE commitment form.

LOCAL AGENCY SECTION

- **20. Local Agency Contract Number** Enter the Local Agency contract number or identifier.
- **21. Federal-Aid Project Number** Enter the Federal-Aid Project Number.
- **22.** Contract Execution Date Enter the date the contract was executed.
- **23.** Local Agency Representative's Signature The person completing this section of the form for the Local Agency must sign their name to certify that the information in this and the Consultant Section of this form is complete and accurate.
- 24. Date Enter the date the DBE commitment form is signed by the Local Agency Representative.
- **25.** Local Agency Representative's Name Enter the name of the Local Agency Representative certifying the consultant's DBE commitment form.
- **26. Phone** Enter the area code and phone number of the person signing the consultant's DBE commitment form.
- **27.** Local Agency Representative Title Enter the position/title of the Local Agency Representative certifying the consultant's DBE commitment form.

Attachment E – DBE Information, Good Faith Efforts (Exhibit 15-H)

NON-SUBMITTED BY GHD.

Attachment F – Consultant Certification of Contract Costs and Financial management System (Exhibit 10-K for Prime and Subconsultants)

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: GHD Inc.

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:

Combined Rate 183.96	% OR		
Home Office Rate	% and Field Office Rate (if applicable)		%
Facilities Capital Cost of Money .42	% (if applicable)	1	
Fiscal period * July 1, 2018 - June	30, 2019		

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.</u>

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

accounts:

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act <u>Title 31 U.S.C. Sections 3729-3733</u>
- Statements or entries generally <u>Title 18 U.S.C. Section 1001</u>
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&E Contract Information:	
 Total participation amount \$ 119,993,398 	on all State and FAHP contracts for Architectural &
Engineering services that the consultant rec	eived in the last three fiscal periods.
 The number of states in which the consultant 	
 Years of consultant's experience with 48 CF 	
 Audit history of the consultant's current and Cognizant ICR Audit 	prior years (if applicable) Local Gov't ICR Audit Caltrans ICR Audit
☐ CPA ICR Audit	Federal Gov't ICR Audit
Indirect Cost Rate Schedule to determine that any coprinciples have been removed and comply with <u>Title</u> all applicable state and federal rules and regulations compliance must be retained by the consultant. I herefederal and state requirements are not eligible for reiname**: William M. Silva, PE	of my knowledge and belief and that I have reviewed the osts which are expressly unallowable under the Federal cost 23 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and I also certify that I understand that all documentation of eby acknowledge that costs that are noncompliant with the mbursement and must be returned to Caltrans. Title**: Vice President
Signature: William M. Silva Digitally signed by William M. Silva Date: 2019.12.03 14:24:17 -08'00'	Date of Certification (mm/dd/yyyy): 12/2/2019
Email** bill.silva@ghd.com	Phone Number**: (707) 484-8236

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution: 1) Original - Local Agency Project File

2) Copy - Consultant

3) Copy - Caltrans Audits and Investigations

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: Biggs Cardosa Associates

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect	Cost	Rate:
-----------------	------	-------

Combined Rate 168.13%	% OR	
Home Office Rate	% and Field Office Rate (if applicable)	%
Facilities Capital Cost of Money	% (if applicable)	
Fiscal period * 1/1/18-12/31/18		

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.</u>

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act <u>Title 31 U.S.C. Sections 3729-3733</u>
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&F Contract Information: • Total participation amount \$\(\) 35,000,000 Engineering services that the consultant recomposition are supported by the services of the consultant recomposition recomposition recomposition recomposition recomposition recomposition recomposition recomposition recomposition recomposi	t does business is 1
Indirect Cost Rate Schedule to determine that any coprinciples have been removed and comply with <u>Title</u> all applicable state and federal rules and regulations.	of my knowledge and belief and that I have reviewed the ests which are expressly unallowable under the Federal cost 23 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and I also certify that I understand that all documentation of eby acknowledge that costs that are noncompliant with the mbursement and must be returned to Caltrans. Title**: Principal
Signature:	Date of Certification (mm/dd/yyyy): 12/23/2019 Phone Number**: 408.295.5515
	nt's or subconsultant's organization at a level no lower than a Vice President, a present the financial information used to establish the indirect cost rate.

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution: 1) Original - Local Agency Project File

2) Copy - Consultant

3) Copy - Caltrans Audits and Investigations

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: SHN Consulting Engineers & Geologists, Inc.

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:

Combined Rate 177.80	% OR	
Home Office Rate	% and Field Office Rate (if applicable)	%
Facilities Capital Cost of Money	% (if applicable)	
Fiscal period * 1/1/18-12/31/18		

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our
 prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federallyfunded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2)</u>; 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

accounts:

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR:
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&E Contract Information:	
Total participation amount \$\frac{11 M}{Engineering services that the consultant}	-
 The number of states in which the consul 	
 Years of consultant's experience with 48 	
 Audit history of the consultant's current a 	
☐ Cognizant ICR Audit	☐ Local Gov't ICR Audit ☐ Caltrans ICR Audit
CPA ICR Audit	☐ Federal Gov't ICR Audit
all applicable state and federal rules and regulation	tle 23 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and ons. I also certify that I understand that all documentation of hereby acknowledge that costs that are noncompliant with the reimbursement and must be returned to Caltrans. Title**: CFO
Name**: Storida Signi	
Signature: He Color	Date of Certification (mm/dd/yyyy): 12/23/19
Email**: bsigler@shn-engr.com	Phone Number**: 707-441-8855
**An individual executive or financial officer of the cons	ultant's or subconsultant's organization at a level no lower than a Vice President, a

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution:

1) Original - Local Agency Project File

2) Copy - Consultant

3) Copy - Caltrans Audits and Investigations

Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Le	gal Name:	orrison Structures, Inc.
services as a	party of a contract wi	individual or consultant providing engineering and design related ith a recipient or sub-recipient of Federal assistance. Therefore, the ombined with its parent company or subsidiaries.
Indirect Cost Rate:		
Combined Rate	225.61	% OR
Home Office Rate		% and Field Office Rate (if applicable)
Facilities Capital Cost Fiscal period *	of Money	% (if applicable)

* Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.</u>

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- · Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

 Engineering services that the consultant receives The number of states in which the consultant of Years of consultant's experience with 48 CFR Audit history of the consultant's current and purpose Cognizant ICR Audit 	does business is 1 Part 31 is 19
Indirect Cost Rate Schedule to determine that any cost principles have been removed and comply with <u>Title 23</u> all applicable state and federal rules and regulations. I	f my knowledge and belief and that I have reviewed the s which are expressly unallowable under the Federal cost U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and also certify that I understand that all documentation of by acknowledge that costs that are noncompliant with the bursement and must be returned to Caltrans. Title**: President
Signature: Zul Mu Email**: bmorrison@morrisonstructures.com	Date of Certification (mm/dd/yyyy): 12/23/19 Phone Number**: 530-246-8628
	s or subconsultant's organization at a level no lower than a Vice President, a

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

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Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

I - 35- - - 4 C - - 4 D - 4 - -

EXHIBIT 10-K CONSULTANT ANNUAL CERTIFICATION OF INDIRECT COSTS AND FINANCIAL MANAGEMENT SYSTEM

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: Crawford & Associates

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Coat Rate:		
Combined Rate 197.20	% OR	
Home Office Rate	% and Field Office Rate (if applicable)	%
Facilities Capital Cost of Money	% (if applicable)	
Fiscal period * 01/01/2018 - 12	2/31/2018	

* Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our
 prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federallyfunded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

Total participation amount \$ 8,000,000 Engineering services that the consultant re The number of states in which the consultant	ceived in the last three fiscal p	AHP contracts for Architectural & periods.
Years of consultant's experience with 48 C	The state of the s	
 Audit history of the consultant's current an Cognizant ICR Audit 	d prior years (if applicable) Local Gov't ICR Audit	☐ Caltrans ICR Audit
☑ CPA ICR Audit □	Federal Gov't ICR Audit	
Indirect Cost Rate Schedule to determine that any comprinciples have been removed and comply with <u>Title</u> all applicable state and federal rules and regulations compliance must be retained by the consultant. I her federal and state requirements are not eligible for remarks: Benjamin D. Crawford	e 23 U.S.C. Section 112(b)(2), 48 s. I also certify that I understar reby acknowledge that costs the imbursement and must be retu Title**: President	CFR Part 31, 23 CFR Part 172, and and that all documentation of the nature noncompliant with the timed to Caltrans.
Signature:	Date of Certification (mm	/ _{dd/yyyy)} : 12/20/2019
Email**: ben.crawford@crawford-inc.com	Phone Number**: (916)	
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	* 1	

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution:

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2) Copy - Consultant

3) Copy - Caltrans Audits and Investigations

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: Stantec Consulting Services, Inc.

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:

Combined Rate	% OR	
Home Office Rate 166.168%	% and Field Office Rate (if applicable)_122.790	%
Facilities Capital Cost of Money	% (if applicable)	
Fiscal period * 1/1/2018 to 12/31	/2018	

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.</u>

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally <u>Title 18 U.S.C. Section 1001</u>
- Major Fraud Act <u>Title 18 U.S.C. Section 1031</u>

All A&E Contract Information	ation:			
 Total participation amount \$ 		on all State and FAHP contracts for Architectural &		
Engineering services that the consultant re		eceived in the last three fiscal periods.		
 The number of state 	s in which the consultant	does business is 50		
 Years of consultant' 	s experience with 48 CFI	R Part 31 is 20(+)		
Audit history of the consultant's current and prior years (if applicable)				
Cognizant ICR		Local Gov't ICR Audit	Caltrans ICR Audit	
☐ CPA ICR Audi		Federal Gov't ICR Audit		
Indirect Cost Rate Schedule principles have been remove all applicable state and feder compliance must be retained federal and state requirement Name**: Don Craig	to determine that any cost d and comply with <u>Title 2</u> ral rules and regulations. by the consultant. I here ts are not eligible for rein	sts which are expressly unal 23 U.S.C. Section 112(b)(2), 48 I also certify that I understarby acknowledge that costs the section of the sect	hat are noncompliant with the urned to Caltrans.	
Signature: Don Craig	th qually signed by Don Orag DN cre/Don Cras, or-Stantac, cu-Franced Services emil-don crasg@sidnes.com, c=U.S Data: 2019 08: 28-12-25-10-04-tor	Date of Certification (mn	n/dd/yyyy): 06/28/2019	
Email**: don.craig@stantec.com		Phone Number**: 617-6	354-6021	
		1		

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution:

- 1) Original Local Agency Project File
- 2) Copy Consultant
- 3) Copy Caltrans Audits and Investigations

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: Points West Surveying Company

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent' company or subsidiaries.

Indirect Cost Rate:

Indirect Cost Rate: Home Office Rate 124.33 % Field Office Rate (if applicable) %, and Facility Capital Cost of Money % (if applicable) for fiscal period * 1/1/2018-12/31/2018

* Fiscal period is the annual one year accounting period that our Indirect Cost Rate was developed and based on (not the contract period) and that our financial statements are based on.

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the fiscal period as specified above and have determined that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our
 prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federallyfunded A&E Consultant Contracts.
- All known material transactions or events that have occurred affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2)</u>; 48 <u>CFR Part 31.201-2(d)</u>; 23 <u>CFR Chapter 1. Part 172.11(a)(2)</u>; and all applicable state and federal rules and regulations.

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;
- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;

- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirements.

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Pan 172.11(c)(4)
- False Claims Act <u>Title 31 U.S.C. Sections 3729-3733</u>
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&E Contract In	formation:
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 The approximate dollar amount \$ 805,000 Architectural & Engineering services, which received in the last three fiscal periods in F The number of states in which the consultant Years of consultant's experience with 48 C Audit history of the consultant (Check all t. 	ch are subject to the Federal rederal rederal awards. Int does business is 1	California government contracts for regulations, that the consultant
Cognizant ICR Audit		☐ Federal Gov't ICR Audit
☑ Consultant's Internal ICR Audit □		✓ Caltrans ICR Audit
I, the undersigned, certify all of the above to the bes Standard Indirect Cost Rate Schedule to determine cost principles have been removed and comply with and all applicable state and federal rules and regula compliance must be retained by the consultant. I h federal and state requirements are not eligible for r	that any costs which are exp in Title 23 U.S.C. Section 112(b) ations. I also certify that I und pereby acknowledge that cost	ressly unallowable under the Federal (2), 48 CFR Part 31, 23 CFR Part 172, derstand that all documentation of s that are noncompliant with the
Name**: Michael D. Pulley	Title**: Vice Presider	nt, Principal + CFO
Signature Signature Email**: pulley@pointswestsurveying.com	Date of Certification Phone Number **: 7	(mm/dd/yyyy): <u>12/17/2</u> 019 07.840.9510
Differi .		

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution: 1) Original - Local Agency Project File

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3) Copy - Caltrans Audits and Investigation

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: Chirardelli Associates, Inc

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:

Combined Rate 123.42	% OR	
Home Office Rate N/A	% and Field Office Rate (if applicable) N/A	%
Facilities Capital Cost of Money 0.04	% (if applicable)	
Fiscal period * 01/01/2018 - 12/31	2018	

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our
 prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federallyfunded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2)</u>; 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&E Contract Information:	
Total participation amount \$ 71,000,000	on all State and FAHP contracts for Architectural &
Engineering services that the consultant rec	eived in the last three fiscal periods.
• The number of states in which the consultan	t does business is 1
 Years of consultant's experience with 48 CF 	FR Part 31 is 20
 Audit history of the consultant's current and Cognizant ICR Audit 	prior years (if applicable) Local Gov't ICR Audit
☑ CPA ICR Audit □	Federal Gov't ICR Audit
Indirect Cost Rate Schedule to determine that any coprinciples have been removed and comply with <u>Title</u> all applicable state and federal rules and regulations.	of my knowledge and belief and that I have reviewed the ests which are expressly unallowable under the Federal cost 23 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and I also certify that I understand that all documentation of eby acknowledge that costs that are noncompliant with the mbursement and must be returned to Caltrans. Title**: Corporate Controller
Signature: Alain Charles Digitally signed by Alain Charles Date: 2019.09.25 15:23:10 -07'00'	Date of Certification (mm/dd/yyyy): 09/25/2019
Email**: acharles@ghirardelliassoc.com	Phone Number**: 408.435.5503

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution:

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- 2) Copy Consultant
- 3) Copy Caltrans Audits and Investigations

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: Chaudhary & Associates, Inc.

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:

Combined Rate	% OR	
Home Office Rate 127.16%	% and Field Office Rate (if applicable) 173.46	%
Facilities Capital Cost of Money 2.438	% (if applicable)	
Fiscal period * 1/1/2018 - 12/31/20	18	

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our
 prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federallyfunded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.</u>

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- · Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&E Contract Information:				
 Total participation amount \$ 10,450,000 	on all State and FAHP contracts for Architectural &			
Engineering services that the consultant received in the last three fiscal periods.				
• The number of states in which the consultan	t does business is 1			
 Years of consultant's experience with 48 CF 	R Part 31 is 20			
 Audit history of the consultant's current and 	(-3 to 11 to 12 to 12 to 13 to 14 to 15 to			
	Local Gov't ICR Audit			
☑ CPA ICR Audit ☑	Federal Gov't ICR Audit			
Indirect Cost Rate Schedule to determine that any coprinciples have been removed and comply with <u>Title 2</u> all applicable state and federal rules and regulations.	of my knowledge and belief and that I have reviewed the sts which are expressly unallowable under the Federal cost 23 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and I also certify that I understand that all documentation of eby acknowledge that costs that are noncompliant with the mbursement and must be returned to Caltrans. Title**: President Date of Certification (mm/dd/yyyy): 12/20/2019 Phone Number**: 707-255-2729			

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

Distribution: 1) Original - Local Agency Project File

2) Copy - Consultant

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name:	WRECO	

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:

Combined Rate		% OR	*	
Home Office Rate_	137.80	% and Field Office Rate (if applicable)	107.80	%
Facilities Capital Co	st of Money	% (if applicable)		
Fiscal period *0	1/01/2018 to 12/3	1/2018		

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2)</u>; <u>48 CFR Part 31.201-2(d)</u>; <u>23 CFR, Chapter 1, Part 172.11(a)(2)</u>; and all applicable state and federal rules and regulations.

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&F Contract Information: • Total participation amount \$\(\) 10,000,000 Engineering services that the consultant rece • The number of states in which the consultant • Years of consultant's experience with 48 CFI • Audit history of the consultant's current and □ Cognizant ICR Audit □ CPA ICR Audit	eived in the last three fiscal periods. does business is 1
Indirect Cost Rate Schedule to determine that any cosprinciples have been removed and comply with <u>Title 2</u> all applicable state and federal rules and regulations.	of my knowledge and belief and that I have reviewed the sts which are expressly unallowable under the Federal cost 3 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and I also certify that I understand that all documentation of by acknowledge that costs that are noncompliant with the nbursement and must be returned to Caltrans. Title**: President Date of Certification (mm/dd/yyyy): 12/17/2019
Email**: hanbin_liang@wreco.com	Phone Number**: (925) 941-0017
**An individual executive or financial officer of the consultan	t's or subconsultant's organization at a level no lower than a Vice President, a

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

1) Original - Local Agency Project File Distribution:

2) Copy - Consultant

Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name:	T	J	K	N	/
Consultant s fun Legai Name.					

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect	Cost	Rate:
----------	------	-------

Combined Rate 175	% OR	
Home Office Rate	% and Field Office Rate (if applicable)	%
1	% (if applicable)	
Fiscal period * 01/01/2018-12/31	/2018	

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our
 prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federallyfunded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the
 consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of
 this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u>
<u>United States Code (U.S.C.) Section 112(b)(2)</u>; 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2)</u>; and all applicable state and federal rules and regulations.

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A & E Contract Information	
 All A&E Contract Information: Total participation amount \$2,710,325 Engineering services that the consultant re The number of states in which the consultant Years of consultant's experience with 48 C Audit history of the consultant's current and Cognizant ICR Audit CPA ICR Audit 	nt does business is 1 FR Part 31 is 6
Indirect Cost Rate Schedule to determine that any coprinciples have been removed and comply with <u>Title</u> all applicable state and federal rules and regulation	at of my knowledge and belief and that I have reviewed the costs which are expressly unallowable under the Federal cost at 23 U.S.C. Section 112(b)(2), 48 CFR Part 31, 23 CFR Part 172, and as. I also certify that I understand that all documentation of reby acknowledge that costs that are noncompliant with the simbursement and must be returned to Caltrans.
Name**: Nayan Amin	Title**: President
Signature:	Date of Certification (mm/dd/yyyy): 12/20/2019
Email**: namin@tjkm.com	Phone Number**: 925.463.0611
	ant's or subconsultant's organization at a level no lower than a Vice President, a represent the financial information used to establish the indirect cost rate.

Note: Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

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(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required.)

Consultant's Full Legal Name: DZC Archaeology and Cultural Resource Consulting, LLC

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate:	Inc	direct	Cost	Rate:
----------------------------	-----	--------	------	-------

Combined Rate 136.56	% OR	
Home Office Rate	% and Field Office Rate (if applicable)	9/
Facilities Capital Cost of Money	% (if applicable)	
Fiscal period * Jan 1, 2020-Dec 31,	87,48987,4892020	

I have reviewed the proposal to establish an Indirect Cost Rate(s) for the **fiscal period** as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the indirect cost rate(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31);
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31;
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on Exhibit 10-A.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in <u>Title 23</u> <u>United States Code (U.S.C.) Section 112(b)(2); 48 CFR Part 31.201-2(d); 23 CFR, Chapter 1, Part 172.11(a)(2); and all applicable state and federal rules and regulations.</u>

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost

^{*} Fiscal period is annual one year applicable accounting period that the Indirect Cost Rate was developed (not the contract period). The Indirect Cost Rate is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirement

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties 23 CFR Part 172.11(c)(4)
- False Claims Act Title 31 U.S.C. Sections 3729-3733
- Statements or entries generally Title 18 U.S.C. Section 1001
- Major Fraud Act Title 18 U.S.C. Section 1031

All A&E Contract Information:				
Total participation amount \$87,489	on all State and FA	AHP contracts for Architectural &		
Engineering services that the consultant rec	ceived in the last three fiscal	periods.		
• The number of states in which the consultant does business is				
• Years of consultant's experience with 48 C	and the second s			
Audit history of the consultant's current and				
	Local Gov't ICR Audit	Caltrans ICR Audit		
☐ CPA ICR Audit ☐	Federal Gov't ICR Audit			
Indirect Cost Rate Schedule to determine that any coprinciples have been removed and comply with <u>Title</u> all applicable state and federal rules and regulations compliance must be retained by the consultant. I her federal and state requirements are not eligible for re Name**: <u>Dimitra Zalarvis Chase</u> Signature: <u>Dimitra Zalarvis-Chase</u> Olgitally signed by Dimitra Zalarvis-Chase Calac. 2020.01.03 12:11:14-080001 Email**: <u>Dimitra@dzcarc.com</u>	e 23 U.S.C. Section 112(b)(2), 41 s. I also certify that I understa reby acknowledge that costs t	3 CFR Part 31, 23 CFR Part 172, and nd that all documentation of that are noncompliant with the urned to Caltrans.		

Note: **Both prime and subconsultants as parties of a contract must complete their own Exhibit 10-K** forms. Caltrans will not process local agency's invoices until a complete Exhibit 10-K form is accepted and approved by Caltrans Audits and Investigations.

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2) Copy - Consultant

^{**}An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

Attachment G – Disclosure of Lobbying Activities (Exhibit 10-Q)

EXHIBIT 10-Q DISCLOSURE OF LOBBYING ACTIVITIES

COMPLETE THIS FORM TO DISCLOSE LOBBYING ACTIVITIES PURSUANT TO 31 U.S.C. 1352

1. Type of Federal Action: 2. Sta	tus of Federal Action: 3. Report Type:
b. grant b. ir	id/offer/application initial award ost-award For Material Change Only: yearquarter date of last report 5. If Reporting Entity in No. 4 is Subawardee, Enter Name and Address of Prime: known
Congressional District, if known	Congressional District, if known
6. Federal Department/Agency:	7. Federal Program Name/Description:
	CFDA Number, if applicable
8. Federal Action Number, if known:	9. Award Amount, if known:
10. Name and Address of Lobby Entity (If individual, last name, first name, MI)	11. Individuals Performing Services (including address if different from No. 10a) (last name, first name, MI)
(attach Cont	inuation Sheet(s) if necessary)
12. Amount of Payment (check all that apply)	14. Type of Payment (check all that apply)
\$ actual plant 13. Form of Payment (check all that apply): a. cash b. in-kind; specify: nature Value	b. one-time fee c. commission d. contingent fee e deferred
15. Brief Description of Services Performed or officer(s), employee(s), or member(s) contains	to be performed and Date(s) of Service, including
(attach C	ontinuation Sheet(s) if necessary)
16. Continuation Sheet(s) attached:	Yes No
17. Information requested through this form is authorized 31 U.S.C. Section 1352. This disclosure of lobbying r was placed by the tier above when his transaction was entered into. This disclosure is required pursuant to 31	eliance Signature:
1352. This information will be reported to Congress semiannually and will be available for public inspection	n. Any
person who fails to file the required disclosure shall be to a civil penalty of not less than \$10,000 and not more \$100,000 for each such failure.	
	Authorized for Local Reproduction
Federal Use Only:	Standard Form - LLL

Standard Form LLL Rev. 04-28-06

Distribution: Orig- Local Agency Project Files

$Attachment \ H-Liability \ Insurance$



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 11/22/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

this certificate does not confer rights to the certificate holder in hed or so	don chaorsement(s).	
PRODUCER	CONTACT NAME:	
Willis of Massachusetts, Inc.	PHONE (A/C, No, Ext): 1-877-945-7378 FAX (A/C, No): 1-888	-467-2378
c/o 26 Century Blvd	FRAN	107 2370
P.O. Box 305191	ADDRESS: certificates@willis.com	
Nashville, TN 372305191 USA	INSURER(S) AFFORDING COVERAGE	NAIC#
	INSURER A: Allied World Assurance Company US Inc	19489
INSURED	INSURER B: Zurich American Insurance Company	16535
GHD Inc. 4747 N. 22nd Street, Suite 200	INSURER C: Beazley Insurance Company Inc	37540
Phoenix, AZ 85016	INSURER D:	
	INSURER E:	
	INSURER F:	

COVERAGES CERTIFICATE NUMBER: W13951075 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR			SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	X COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	\$ 1,000,000
	CLAIMS-MADE X OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 1,000,000
A							MED EXP (Any one person)	\$ 25,000
				0310-4497	12/01/2019	12/01/2020	PERSONAL & ADV INJURY	\$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	\$ 2,000,000
	POLICY X PRO- JECT LOC						PRODUCTS - COMP/OP AGG	\$ 2,000,000
	OTHER:							\$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000
	X ANY AUTO					/01/2019 07/01/2020	BODILY INJURY (Per person)	\$
В	OWNED SCHEDULED AUTOS ONLY			BAP 3757423-04 (07/01/2019		BODILY INJURY (Per accident)	\$
	X HIRED X NON-OWNED AUTOS ONLY COIL Ded: \$500 Comp Ded: \$250						PROPERTY DAMAGE (Per accident)	\$
	X Coll Ded: \$500 X Comp Ded: \$250						Hired Physical Damag	\$ 100000
	UMBRELLA LIAB OCCUR						EACH OCCURRENCE	\$
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	\$
	DED RETENTION\$							\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY						X PER STATUTE OTH-	
В	ANYPROPRIETOR/PARTNER/EXECUTIVE T/N	N/A		WC 0380936-04	07/01/2010	07/01/2020	E.L. EACH ACCIDENT	\$ 1,000,000
	(Mandatory in NH)	., ,		WC 0380936-04	07/01/2019	19 07/01/2020	E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
C	Professional Liability			V29594190101	12/01/2019	12/01/2020	Each Claim:	\$2,000,000
							Aggregate:	\$4,000,000

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

GHD Project no.: 11178579, County of Humboldt On-Call Design Engineering and/or Environmental Services.

County, and its affiliates, directors, officers, officials, partners, representatives, employees, consultants, sub-consultants, agents and landlord are included as Additional Insureds as respects to General Liability and Auto Liability where required by contract or agreement.

CERTIFICATE HOLDER	CANCELLATION
	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
Humboldt County Department of Public Works Attn: Tony Seghetti, Contract Administrator	AUTHORIZED REPRESENTATIVE
1106 Second Street	gula MPowers-
Eureka, CA 95501	9,000,000,000

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THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – SCHEDULED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name of Person or Organization:	
Where required by written contract	

(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to this endorsement.)

- A. Section II Who Is An Insured is amended to include as an insured the person or organization shown in the Schedule, but only with respect to liability arising out of your ongoing operations performed for that insured.
- B. With respect to the insurance afforded to these additional insureds, the following exclusion is added:

2. Exclusions

This insurance does not apply to "bodily injury" or "property damage" occurring after:

- (1) All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the site of the covered operations has been completed; or
- (2) That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – COMPLETED OPERATIONS

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name of Person or Organization:
Where required by written contract
Location And Description of Completed Operations:
Where required by written contract
Additional Premium:
N/A

(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to this endorsement.)

Section II – Who Is An Insured is amended to include as an insured the person or organization shown in the Schedule, but only with respect to liability arising out of "your work" at the location designated and described in the schedule of this endorsement performed for that insured and included in the "products-completed operations hazard".



Coverage Extension Endorsement

Policy No.	Eff. Date of Pol.	Exp. Date of Pol.	Eff. Date of End.	Producer No.	Add'l. Prem	Return Prem.
BAP 3757423-04	7/1/2019	7/1/2020	7/1/2019			

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the:

Business Auto Coverage Form Motor Carrier Coverage Form

A. Amended Who Is An Insured

- 1. The following is added to the **Who Is An Insured** Provision in **Section II Covered Autos Liability Coverage**:

 The following are also "insureds":
 - **a.** Any "employee" of yours is an "insured" while using a covered "auto" you don't own, hire or borrow for acts performed within the scope of employment by you. Any "employee" of yours is also an "insured" while operating an "auto" hired or rented under a contract or agreement in an "employee's" name, with your permission, while performing duties related to the conduct of your business.
 - **b.** Anyone volunteering services to you is an "insured" while using a covered "auto" you don't own, hire or borrow to transport your clients or other persons in activities necessary to your business.
 - c. Anyone else who furnishes an "auto" referenced in Paragraphs A.1.a. and A.1.b. in this endorsement.
 - d. Where and to the extent permitted by law, any person(s) or organization(s) where required by written contract or written agreement with you executed prior to any "accident", including those person(s) or organization(s) directing your work pursuant to such written contract or written agreement with you, provided the "accident" arises out of operations governed by such contract or agreement and only up to the limits required in the written contract or written agreement, or the Limits of Insurance shown in the Declarations, whichever is less.
- 2. The following is added to the **Other Insurance** Condition in the Business Auto Coverage Form and the **Other Insurance Primary and Excess Insurance Provisions Condition** in the Motor Carrier Coverage Form:
 - Coverage for any person(s) or organization(s), where required by written contract or written agreement with you executed prior to any "accident", will apply on a primary and non-contributory basis and any insurance maintained by the additional "insured" will apply on an excess basis. However, in no event will this coverage extend beyond the terms and conditions of the Coverage Form.

All other terms, conditions, provisions and exclusions of this policy remain the same.